



Global Inclusion Board Members

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Dr. (h.c.) Frank Douglas
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Dr. (h.c.) Frank Douglas is the Founder and CEO of Caerus Executive, a leading strategic consultancy specialising in leadership, culture, diversity, and organisational transformation. Born in Mississippi and raised in the South Bronx, he has built a career defined by impact, resilience, and influence at the highest levels of global business. He currently resides in London.

Over the past decade in the UK and internationally, Frank has advised multinational corporations, private equity firms, global media organisations, financial institutions, and public bodies. Under his leadership, Caerus Executive has become one of the UK's most respected boutique consultancies, known for delivering tailored, high-impact strategic solutions rather than off-the-shelf programmes. Caerus was shortlisted for the HR consultancy of year in 2022.

Before founding Caerus, Frank held Group HR Director roles at FTSE 100 and multinational organisations including Transport for London, Scottish & Newcastle, and Misys (now Finastra), where he played a key role in the corporate turnaround. He was the first—and remains the only—Black male to serve as a Chief People Officer of a FTSE 100 company and sit on its main board. Frank has lived and worked in the Netherlands, Scotland, Northern Ireland, USA and UK.

A recognised thought leader, Frank has been inducted into the UK-HR Hall of Fame, named among the UK's top HR Thought Leaders, and awarded Chartered Companion status by the CIPD; Chartered Companion is provided to those who have shown exceptional, sustained contribution to the HR or people profession at a strategic, organisational, or national level. He, also, currently serves as Chairman of the Chineke! Foundation, supporting Europe's only majority Black and ethnically diverse classical music orchestra.

Frank holds an Honorary Doctorate for services to HR and diversity, is a certified executive coach, and remains deeply committed to developing inclusive leaders and cultures worldwide.

Frank's early life included being a semi-professional trumpet player. He attended the LaGuardia High School of Music and Art better known as the "Fame" school, from the movie of the same name.