



America's Most Admired Companies:
Lessons for Group Disability Insurance Risk Management

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Professional Expertise

Mark Royal is a Senior Consultant within Hay Group Insight, Hay Group's employee and customer research division. Mark plays a leading role in directing Hay Group's annual research with Fortune magazine to identify the World's and America's Most Admired Companies and uncover the business practices that make these companies both highly regarded and highly successful.

Education

Mark holds Ph.D. and MA degrees in sociology from Stanford University and a BA in sociology from Yale University.

Previous Experience

Before joining Hay Group, Mark was an Associate Practice Group Director with International Survey Research, a consulting firm specializing in employee and management opinion surveys. Prior to that he was an Associate Research Scientist at the American Institutes for Research, a not-for-profit social science research firm.