

# Josh's Biography

# Josh Drean

## Short Bio

Josh is a 3x startup founder, author, and workforce futurist. He co-authored *Employment is Dead* (Harvard Business Review Press) and is cofounder of Decentrive, a contribution-based work ecosystem. Josh is a Thinkers50 Nominee and operates as a keynote speaker and consultant on AI and the future of work. He earned his undergraduate degree in I/O psychology and a masters degree at Harvard University.

## Long Bio

Josh Drean is a workforce futurist, Harvard Business Review author, and cofounder of Decentrive, a contribution-based work ecosystem. He first made his mark by diagnosing the structural collapse of traditional employment. He is coauthor of *Employment Is Dead* (Harvard Business Review Press), with Deborah Perry Piscione which is endorsed by Adam Grant, Josh Bersin, and Ravin Jesuthasan.

His forthcoming book, *After the Jobs Are Gone*, answers the question that follows: as AI and disruption dismantle the job itself, what comes next? Josh's answer is a future of work that is modular, distributed, and skills-based, and he's building it through Decentrive, a platform that lets people do meaningful work without a traditional employer.

With 250+ keynotes delivered worldwide from KPMG to MIT to Mercer, and a body of ideas that has reached audiences in the tens of millions, Josh helps leaders move before disruption forces them to. With a master's degree from Harvard University and a background in I/O Psychology, Josh has a rich history of developing tech-driven solutions in the HR field. His achievements include the successful incubation and sale of an AI-based HR Tech startup at Harvard, recognized for its pioneering work in real-time sentiment analysis.

For companies seeking a visionary leader to guide their talent management and workforce strategies, Josh Drean offers a unique blend of expertise and forward-thinking insights. He is dedicated to elevating organizational strategies, ensuring they are well-equipped to thrive in an ever-evolving business landscape.

Josh Drean

