

The Institute of Psychology in partnership with the
Chicago Industrial Organizational Psychologists (CIOP) proudly present:

William A. Schiemann, Ph.D

Thursday, October 21, 2010

5:15-6:15 p.m. IIT I/O Students & Chicago I/O Psychologists (CIOP) Networking Reception
6:15-7:30 p.m. Presentation by Bill Schiemann

Downtown Campus, 565 West Adams Street

Between Jefferson and Clinton.

Green Line to Clinton. Within one block of Union and Ogilvy stations.

R.S.V.P. to Tess Hallinan (312) 567-5063 or thallina@iit.edu by October 15th

Reinventing Talent Management in the “New Normal”

The changes taking place in and around today’s organizations make it imperative for HR professionals to take a hard look at how they and their organizations manage talent. Why must traditional talent management models be abandoned? What are a growing number of leading-edge senior professionals doing to change how they manage, measure, and motivate their organization’s human resources? What specific action steps can be taken now to significantly leverage talent for greater—and measurable—impact on key financial and customer outcomes?

Based on quantitative research with over 2,100 U. S. companies and qualitative interviews with 75 C-suite executives, Dr. William Schiemann will discuss the “people equity” model that integrates the three factors of alignment, capabilities, and engagement and provides a pragmatic framework for managing talent in the “new normal.” He’ll provide real-life examples of how the people equity model is being used to build an organization’s competitive strength, engage employees, measure and achieve key results, and provide HR professionals with a new way for assessing their organization’s talent management issues and then taking action.

William A. Schiemann, Ph.D.

www.metrus.com

Dr. Schiemann is Chief Executive Officer of Metrus Group. Dr. Schiemann and his firm are known for their pioneering work in the creation of performance gauges and scorecards to measure strategy implementation, and for establishing linkages between employee, customer, and financial outcomes. His team has led many of the developments in employee surveys, including the development of strategic surveys.

Dr. Schiemann is co-author of *Bullseye! Hitting Your Strategic Targets Through High-Impact Measurement* and the author of *Reinventing Talent Management: How to Maximize Performance in the New Economy*. He has also written extensively for many publications, including *Across the Board*, *Journal of Applied Psychology*, *Journal of Business Strategy*, *Journal of Cost Management*, *Journal of Strategic Performance Measurement*, *Management Review*, and *Quality Progress*.

Dr. Schiemann holds a B.S. in Psychology (1971) from Illinois Institute of Technology and an M.B.A. (1973) from the IIT Stuart School of Business. He received a Ph.D. in Organizational Psychology from the University of Illinois. Bill’s wife, Valeria, holds a B.S. in Chemistry (1973) from IIT.

