Access to Experts

Carl C. Hoffmann , Founder , Human Capital Management and Performance LLC

Carl C. Hoffmann has been helping companies around the world meet the challenges of formulating and implementing effective human resource strategies for more than thirty years. From 1978 until1999, Hoffmann was CEO of a successful private consulting firm that focused on helping companies collect and analyze data to support strategic workforce decisions. When his company was purchased by PricewaterhouseCoopers, Hoffmann joined PwC as a partner. At PwC he developed and led the Integrated Analytics practice for the Americas, as well as the global Workforce Analytics practice. In 2002, when IBM acquired the PwC Management Consulting Group, Hoffmann became a partner and vice president of IBM's Global Business Services group. In all of these roles, he designed and ran a number of large workforce transformation projects for multinational companies. Since retiring from IBM in 2007, Hoffmann has established a private consulting firm, Human Capital Management and Performance LLC (HCMP), which continues to work with corporate executives to make fact-based decisions that integrate workforce activities with line operations to achieve strategic goals. Hoffmann has given presentations on public policy before U.S. House and Senate committees, and on business process redesign and technology implementation for the International Quality & Productivity Center, the International Association for Human Resource Information Management, and the Society for Human Resource Management. He is also the author of numerous publications, reports, and white papers dealing with human resource analysis and research methodology. He holds a Ph.D. in demography with a concentration in biostatistics from the University of North Carolina at Chapel Hill.

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