



## Access to Experts



**Paul McKinnon** , Head of Human Resources , Citigroup

Paul joined Citi on February 1, 2008 with 25 years of experience in human resources management, consulting and education. As Head of Human Resources, he is responsible for all of human resources for Citigroup, and for all Talent Management programs. Prior to this role, he was Head of Talent Management for Citigroup.

Until early 2007, Paul was Senior Vice President of the Human Resources Group for Dell, with responsibility for all aspects of the function. During his 10 years with Dell, Paul was instrumental in the company's Winning Culture initiative, which included all Dell's training and development activities, winning external and internal awards, including the coveted award from the U.S. Department of Labor for secretary's equal opportunity programs. Paul also was Chairman of the Dell Foundation. During the 12 years before that, he developed a leadership development practice at three separate management consulting firms: McKinnon Consulting, Novations, and Harbridge House.

Previously, Paul was an assistant professor at the Darden Graduate School of Business at the University of Virginia, where he taught organizational behavior. Paul has served on the Board of Directors of the HR Policy Association and the National Urban League. He was inducted as a Fellow into the National Academy of Human Resources in 2002. He has a bachelor's degree in history and a master's degree in organizational behavior from Brigham Young University, and a Ph.D. in organizational studies from the Sloan School of Management at MIT.

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