Access to Experts

Gary Schmidt, Ph.D. , Practice Leader, Talent Management ASEAN , Right Management

Gary Schmidt, Ph.D., MBA, M.S., is the Practice Leader for Talent Management in ASEAN with Right Management. He is based in Singapore.

Dr. Schmidt has worked in talent management for over 20 years as a consultant, business executive, and researcher. He managed and developed a wide range of programmes to enhance worker productivity in large global companies and mid-size organisations. His experience includes leadership development, HIPO identification and development, competency and job design, talent management for sales and marketing functions, executive assessment and coaching, employee engagement, leadership assessment for selection and development, team building and development, succession planning, performance management, change management including culture change following mergers or acquisitions, and strategic workforce planning.

Dr. Schmidt has experience with many industries including technology, pharmaceuticals & medical devices, financial services and insurance, airline & transportation, manufacturing, utilities and power generation, retail, beverage, packaged food, and gaming & entertainment. Gary also has extensive experience working the various segments of the workforce including senior executives, managers, supervisors and entry-level workers. His functional experience includes general management, sales, marketing, HR, IT, finance and operations.

Dr. Schmidt joined Right Management in 2009. Before joining Right Management he was Head of the Americas Region for Saville Consulting Group plc. Before that he worked at Novartis Pharmaceuticals as the Executive Director of Global Talent Management. Prior to Novartis, he was Vice President of Consulting Services at SHL USA, Inc.

Dr. Schmidt received a Ph.D. and M.S. in Industrial & Organisational Psychology from Tulane University. He also earned a MBA from the executive program at New York University's Stern School of Business. He completed his undergraduate studies in psychology at the University of Iowa. Gary is a member of the American Psychological Association, the Society of Industrial & Organisational Psychology, the Society of Consulting Psychology, the Society of Psychologists in Management, the Society of Human Resource Managers and the Academy of Management.

Gary is the author of the *Work Profiling System: A multi-purpose job analysis system*. He is a frequent presenter at professional conferences, including:

- *Characteristics & Competencies of Elite Performers*. Symposium at the 24th Annual SIOP Conference, April, 2009 (chair).
- *Advances in the Assessment of Culture Fit for Personnel Selection*. Panel Discussion at the 24th Annual SIOP Conference, April, 2009.
- *Predicting Soft Skills: A comparative study of four self-report measures of personality*. SPIM/SCP Mid-Winter Conference, Feb, 2009.
- *Current Issues in Internet Assessment - The Providers' View*. Panel Discussion at the 23rd Annual SIOP Conference, April, 2008 (chair).

Contact Carol Courter, Manager, Corporate Communications, +1 212 339 0232, courter@conferenceboard.org

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