



Access to Experts



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Rick Guzzo, Ph.D. co-leads Mercer's Workforce Sciences Institute, a research and innovation center, and works with clients on a wide range of strategic human capital issues.

Rick has published dozens of professional papers and four books, including *Play to Your Strengths – Managing Your Internal Labor Markets for Lasting Competitive Advantage* (McGraw-Hill, 2004). His research also has won awards such as the 2005 Ullrich and Lake Prize for Excellence in HR Scholarship and the 2010 Best Practitioner–Oriented Publication from the Academy of Management.

Prior to joining Mercer in 1997, Rick was a Professor of Psychology and Management at the University of Maryland. He previously served on the faculties of New York University and McGill University (Canada). Rick earned a BS degree at The Ohio State University in 1974 and a Ph.D. from Yale University in Administrative Sciences in 1979.

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