

# Robert Conlon

## Senior Vice President, Chicago

### Expertise

Mr. Conlon has nearly 20 years experience consulting on human resource issues with a wide variety of organizations and industries both domestically and internationally. His clients have included service, manufacturing, government, and health care organizations. His principal focus is enabling organizations to successfully deploy human capital to create competitive advantage and sustain success.

Recent examples of his work include:

- For a major metals manufacturer: Led the talent review of the senior executive population and developed the succession approach to the CEO and COO positions. Worked extensively with the Board of Directors to determine desired future state leadership characteristics, degree of fit within the current organization, and appropriate timing for succession.
- For a major automotive manufacturer: Led the broad-based review and organizational redesign of the company around core processes. Mr. Conlon managed a multidisciplinary consulting team to ensure alignment with customer needs, efficiency of the new organization model, and the repositioning of the human resource function as a strategic partner.
- For a leading energy company: Led a review of strategic intent of the organization, and subsequent restaffing of the company within an environment of cost reduction. In particular, worked with the CEO to identify key leadership characteristics, the most appropriate organization structure to report to the CEO, and the development of new approaches to high potential identification and leadership development.

- For a Fortune 50 construction and agricultural manufacturing organization: Developed an integrated talent and total rewards strategy to streamline and align decentralized processes. Outcomes of this engagement included a new definition of the employment relationship and the development of new employment brand for the organization. Additionally, vendor selection, design and development of HR processes, and extensive implementation assistance over a three-year period was conducted to ensure that all HR programs and processes were aligned to the new employment relationship and the organization's business strategy.

### Professional Background

Prior to joining Sibson, Mr. Conlon was a Principal at another major human resource consultancy. In addition, his prior experiences include responsibilities as a Business Manager and CFO for a sales and service organization, and as a Corporate Services Representative for a major investment banking firm.

### Education/Professional Designations

Mr. Conlon has a Bachelor's degree in Psychology and Social Relations from Harvard College, and has completed a Harvard University graduate fellowship with concentration in Business and Organizational Psychology. He also has earned certifications in Transition Management from William Bridges and Associates, and in Executive Coaching and Assessment from both the Alliance for Strategic Leadership and the Hogan Leadership Group.

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