Access to Experts

Aaron Sorensen, Ph.D. , Senior Consultant , Sibson Consulting

Expertise

Dr. Sorensen is a Senior Consultant in Sibson's Chicago office. He has significant experience helping organizations improve business results through the diagnosis, design, and implementation of organization and talent management systems. His areas of focus include organization, work system and job design, talent management, organizational surveys and human capital metrics. He has worked with a variety of industries, including retail, telecom, healthcare, pharma/biotech, financial services, and higher education.

Dr. Sorensen has particularly deep expertise in strategic workforce planning, organizational design, and organization climate and culture surveys, providing expert consultation in these services for a number of leading organizations.

Professional Background

Dr. Sorensen's widespread client work has included:

- Following the design and implementation a measurement strategy and survey approach for leadership to gauge how well they were executing against the strategic plan. This comprehensive measurement strategy provided leaders with the data they needed to gauge performance and the ability to draw key insights on strengths as well as areas that require attention. Dr. Sorensen also was instrumental in the creation of action plans and in the development of an action planning road map to measure progress against internal goals.
- Dr. Sorensen worked with a rapidly growing pharmaceutical company to identify the human capital requirements needed to achieve the strategic business objectives and desired financial returns. His work helped the HR organization to better define and align their functional strategy to the needs of the business. In addition, this work provided HR a means to better understand business requirements, proactively focus and scale its services to the global needs of the business and improve its talent management processes to achieve a greater return investment.

Education/Professional Designations

Dr. Sorensen received an MA and PhD in Industrial/Organizational Psychology from DePaul University with a concentration in Applied Statistics and Business. He graduated with honors with a BA in Psychology from the University of Iowa. He was the recipient of the Dean's Fellowship for Academic Excellence at DePaul University.

Dr. Sorensen is a member of the Human Resource Management Association of Chicago, Society of Industrial Organizational Psychologists, and the Chicago Industrial Organizational Psychologists.

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