

## Access to Experts



**William Shepherd Ph.D.**

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Dr. Shepherd has responsibility for the design and implementation of Huntington Bancshare's succession planning, leadership development, performance management, coaching, and organizational culture programs and processes. Dr. Shepherd joined Huntington in 2007 as a result of its merger with Sky Financial Group where he was Director of Training and Organizational Development. Prior to Sky, he worked for Personnel Decisions International as part of the Global Selection Solutions group where he was a contributing author to "The Successful Manager's Handbook." After completing his Ph.D. in Industrial/Organizational psychology he started his career with GTE in the Employee Assessment & Competency Design group. His applied research has focused on the prediction, measurement, and enhancement of individual work performance as well as the linkages between group-level employee attitudes, customer service and financial results and has been published in outlets such as Personnel Psychology, International Journal of Selection and Assessment, Employment Relations Today, and the International Association for Human Resource Information Management. He has also contributed as a subject matter expert in stories for a wide variety of media outlets such as National Public Radio and HR Magazine. He is a licensed psychologist, holds the SPHR designation, and has served as an adjunct professor at the undergraduate and graduate taught a variety of graduate-level applied psychology and human resource courses.

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