

## Access to Experts



**Christopher Lubrano**  
Vice President, Organization Effectiveness  
MetLife  
International Human Resources

Mr. Lubrano is currently vice president of Organization Effectiveness within MetLife's International Business. Most recently, Mr. Lubrano led the organization design work that followed a major international acquisition, growing the company from 16 to 60+ countries. This included developing the top-line team reporting to the division president, creating new regional structures, forming new cross-functional strategic business units, and establishing a new governance process. In addition to the work above, Mr. Lubrano led the re-design of a recently acquired major Japanese business, preserving deal value while making significant improvements to structure, roles, governance and interconnections with other business units. Mr. Lubrano also developed a workforce integration plan to enable a smooth merger of two joint ventures in China, and an organization design plan for a newly acquired business in Turkey. Mr. Lubrano has also worked on re-designing the European business to become Solvency II compliant. Prior to joining MetLife, Mr. Lubrano worked in a number of capacities including, engagement manager within a major business strategy consulting firm, head of learning and OD for a major investment bank, software designer and developer for a service firm. In addition to his business experience, Mr. Lubrano taught Leadership, Management and Ethics in a Masters Program at NYU and software development at Columbia University. Mr. Lubrano has both his Bachelors and Masters degrees from Columbia University.

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