

## Access to Experts



**William Shepherd PhD**

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William Shepherd is the Director of Talent and Organizational Effectiveness at Huntington Bancshares (HBAN). He is responsible for leadership development, succession planning, performance management, organizational culture, and coaching programs and processes. Dr. Shepherd has over 15 years of experience improving organizations' employee recruitment and development processes. Prior to Huntington, he worked in organizational consulting at Personnel Decisions International (PDI) and ePredix (now SHL) where he developed systems to identify and improve the processes by which companies source, screen, select, hire and retain high-performing employees. He consulted to a wide variety of organizations and industries, including Target, Sears, LensCrafters, Sunglass Hut, International Monetary Fund, Amtrak, AutoNation, American Express, CitiBank, Bank of America, Wells Fargo, and General Mills. Shepherd started his career with the Employee Assessment and Competency Design group at Verizon.

Shepherd obtained his doctoral and master's degree in industrial/organization psychology with a minor in quantitative psychology at Bowling Green State University. He received his bachelor's degree in finance and psychology from The University of Northern Iowa. He is a licensed psychologist and a member of the American Psychological Association and the Society for Industrial and Organizational Psychology (SIOP). He holds the Senior Professional in Human Resources (SPHR) designation. He has also served as an adjunct professor at The Ohio State University, Kent State University, Minnesota State University and other institutions for a variety of graduate-level applied psychology and management courses.

He has presented at The Conference Board's conferences on Executive Coaching and Talent Management Strategies. In addition to presenting at various conferences, his research has been published in academic journals 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.

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