

## Access to Experts



**Allan Church, Ph.D.**

Vice President, Organization Development & Executive Assessment  
PepsiCo, Inc.

Dr. Church is responsible for leading the enterprise wide talent management and people development agenda for PepsiCo. This includes responsibility for the People Planning process, high-potential identification programs, the Performance Management process, Organizational Health Surveys, and the 360-degree/Hogan feedback process. He joined PepsiCo in December 2000. Previously he spent nine years as an external OD consultant working for W. Warner Burke Associates.

Allan also spent several years at IBM in the Communications Measurement and Research, and Corporate Personnel Research departments. On the side, he has served as an Adjunct Professor at Columbia University, a Visiting Faculty Scholar at Benedictine University, and a past Chair of the Mayflower Group. He has also served as former Editor of the *Organization Development Journal*, *The Industrial-Organizational Psychologist* and the Society for Industrial-Organizational Psychology's Professional Practice Book Series. An active writer, he has authored 4 books, 20 book chapters, and over 120 practitioner and scholarly articles.

Allan received his Ph.D. in Organizational Psychology from Columbia University. In 1999 he received the OD Consultant of the Year award from the Organization Development Institute. He is a Fellow of the Society for Industrial-Organizational Psychology, the American Psychological Association, and the Association for Psychological Science.

Contact Carol Courter, Manager, Corporate Communications, +1 212 339 0232, [courter@conferenceboard.org](mailto:courter@conferenceboard.org)

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