

# Robert Smith

## Associate Principal

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## SUMMARY

More than 11 years with one of the world's largest executive search and leadership consulting firms. Eight years consulting specifically on enterprise-wide talent issues. Recent executive focus on the intersection of data and predictive human capital solutions. Passion for implementing measurable, data-driven insights to successful outcomes through people. Able to drive highly technical analytics projects against strategic implementation and credibly influence each side.

## SKILLS

R, Excel, MySQL, Word, PowerPoint, Access, Tableau.

## WORK EXPERIENCE

### Associate Principal

HEIDRICK & STRUGGLES INTERNATIONAL, INC - 2015 - 2021

- Advises global Fortune 500 companies across industries and geographies on enterprise-wide talent and human capital issues, including predictive data analytics, executive assessment, coaching and development, CEO succession, M&A integration, organizational design, and pre-hire assessments, all complementing clients overall business strategies.
- Served as core consultant to global, \$70B diversified natural resources business; led a wide range of human capital-focused initiatives in multiple, disparate geographies worldwide.
- Incorporates data analytics where possible, including extensive data analytics consulting projects that uncovered unexpected, predictive correlations between particular leadership competencies and business performance, thus informing the clients hiring and development practices.
- Developed and executed change leadership program focused on large-scale culture change, including groups on a quarterly basis at off-site locations, enabling a more adaptive, open leadership environment.
- Has led hundreds of executive 360-degree assessments across multiple clients, geographies, and industries (e.g.insurance, tech, mining, energy, etc.), providing feedback and coaching to executives leading substantial businesses.
- Played practice lead role in the development of H&Ss enterprise system.
- Updated and implemented current school security protocols.

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Delta Corporation - 2012 - 2015

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## EDUCATION

MS in Analytics - 2014(University of Chicago - Chicago, IL)