

**William A. Schiemann, Ph.D.,**  
**Chief Executive Officer**  
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Bill Schiemann is Principal and CEO of Metrus Group, specializing in optimizing the impact of people in organizations to achieve great results. Dr. Schiemann and his firm are known for their pioneering work in the creation of the People Equity (ACE) talent optimization framework and the use of strategic performance surveys and scorecards to drive stakeholder alignment and engagement. They also specialize in building powerful winning cultures and employer brands. Bill has consulted and spoken extensively with corporations and associations across the globe. He also founded the Metrus Institute, which supports research in the human capital arena.

Bill is a thought leader in the human resources field, having published scores of articles in both academic and business journals and multiple books in the human capital arena, including among others, *The Rise of HR* (2015), *Reinventing Talent Management* (2009), *Hidden Drivers of Success: Leveraging Employee Insights for Strategic Advantage* (2013), and his most recent book, *Fulfilled! Critical Choices: Work, Home, Life* (2016).

Bill was formerly on the faculties of University of Iowa and George Tech. He has served on the Board of Directors of the HR Certification Institute and was the past Chair of the SHRM Foundation board. He has been named a Fellow and Scholar by the Society of Industrial and Organizational Psychology.