



Ian Ziskin is President of EXec EXcel Group LLC, a consulting and coaching firm he founded following a highly successful 28-year career as a business executive. EXec EXcel Group builds individual and organizational credibility through human capital strategy, leadership & talent development, and organizational transformation. His consulting, coaching, teaching, speaking, writing, board advising, and corporate work spans the aerospace and defense, automotive, consumer products, education, electronic components, energy, information services, and telecommunications industries, among others, in high technology, service, and manufacturing environments. As part of his consulting practice, Ian serves as an Executive in Residence with the Center for Effective Organizations (CEO) at USC's Marshall School of Business, and he has played a similar role in the past at the Center for Advanced Human Resource Studies (CAHRS) at Cornell's School of Industrial and Labor Relations. He also is a Special Advisor to World 50, Inc., where he consults for its HR50 and Next HR50 programs.

Ian's global leadership experience includes serving in Chief Human Resources Officer and other senior leadership roles with three Fortune 100 corporations—Northrop Grumman, Qwest Communications, and TRW—where he had a track record of designing and implementing innovative business and human capital solutions for complex businesses with combined revenues of \$68 billion and 300,000 employees in over 25 countries.

Ian has been a leader of transformational change initiatives including acquisition integrations, executive compensation redesigns, human capital strategy implementations, leadership development and talent management upgrades, reorganizations, operating performan...

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### Speech Topics

- ☐ Teambuilding
- ☐ Moderator/Discussion Leader
- ☐ Management
- ☐ Leadership
- ☐ Human Resources
- ☐ Executive Speaker

