



Ian Ziskin, President
EXec EXcel Group LLC

Ian Ziskin is President of EXec EXcel Group LLC, a human capital coaching and consulting firm he founded in 2010 following a highly successful 28-year career as a corporate business executive. EXec EXcel Group builds individual and organizational credibility through coaching, leadership development, and organizational transformation. Ian delivers services to clients as a board advisor, coach, consultant, entrepreneur, teacher, speaker, and author. His client base and corporate work span the aerospace and defense, automotive, chemical, consumer products, education, electronic components, energy, entertainment, financial services, health care, high technology, information technology, manufacturing, professional services, retail, and telecommunications industries, among others. He is the Co-Founder and Partner of Business inSITE Group (BiG), a strategic partnership focused on coaching, leadership development, and HR transformation. Ian was also the Co-Founder of the **CHCREATE** Project (Global Consortium to Reimagine HR, Employment Alternatives, Talent, and the Enterprise) designed to address the future of work and HR.

Ian serves as a Board Director for Humantelligence and as an Advisory Board member for EmPath, Randstad RiseSmart, and Beyond Remotely. He is a recent past Board member and/or Advisor to Allegis Partners, Axion Health, Executive Networks, the SHRM Foundation, and the USC Center for Effective Organizations at the Marshall School of Business. Ian has also served on multiple additional Boards and Executive Committees, including as Chairman, USC Marshall School of Business Corporate Advisory Board; Vice Chairman, HR Policy Association; Center for Advanced Human Resource Studies (CAHRS) at Cornell University; Personnel Round Table; and Human Resources People & Strategy.

Ian's global business leadership experience includes Chief Human Resources Officer and/or other senior leadership roles with three Fortune 100 corporations – Northrop Grumman, Qwest Communications, and TRW.

He has written or co-edited three books, *Black Holes and White Spaces: Reimagining the Future of Work and HR with the CHCREATE Project* (2018), *THREE: The Human Resources Emerging Executive* (2015), and *WillBe: 13 Reasons WillBe's are Luckier than WannaBe's* (2011), and he is a contributing author to *The End of Jobs* by Jeff Wald (2020), *The Rise of HR: Wisdom From 73 Thought Leaders* edited by Dave Ulrich, et. al. (2015), and *The Chief HR Officer: Defining the New Role of Human Resource Leaders*, edited by Pat Wright, et.al. (2011). He has written dozens of articles, blogs, and book chapters on the future of work, HR, and leadership, as well as on coaching and HR's role with the Board of Directors, among other topics.

Ian has a Master of Industrial and Labor Relations degree from Cornell University, where he held a research and teaching assistantship based on scholastic achievement, and a Bachelor of Science degree in Management from Binghamton University, where he graduated magna cum laude. In 1988, *Human Resource Executive* magazine named Ian one of twelve "Up and Comers in HR." In 2007, he was elected a Fellow of the National Academy of Human Resources, considered to be the highest honor in the HR profession.