

# Ian Ziskin



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 human capital strategy, leadership & talent development, and organizational transformation. Ian delivers services to clients as a board advisor, coach, consultant, 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, information technology, professional services, and telecommunications industries, among others. 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. He has written three books, *The Secret Sauce for Leading Transformational Change* (2022); *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 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). Ian is a current and past Board member of multiple Boards and Executive Committees, including 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 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.