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Ilene Gochman, Ph.D., is a Senior Partner for Korn/Ferry Leadership and Talent Consulting and the Global Leader for Integrated Talent Management, based in the Firm's Chicago office.

For more than two decades, Ms. Gochman has been helping individuals, groups, and organizations improve their business effectiveness. She has extensive experience developing human capital strategies to enhance employee attraction, retention, and engagement; using analytics to produce data-driven change linked to business performance; improving the effectiveness of senior leadership and board-level teams and individuals; designing talent management strategies and programs, including succession planning, performance management, 360º feedback, and competency development.

Prior to joining the Firm, Ms. Gochman served in several global and North American leadership roles at Towers Watson, Watson Wyatt, and Towers Perrin. As part of her responsibilities, she led ongoing global research efforts on how human capital practices and employee engagement impact financial performance.

Ms. Gochman has spoken at conferences around the world and is frequently quoted in business and human resources publications. She has worked with clients across a wide variety of industries, including manufacturing, healthcare, insurance and financial services, retail, advertising, professional services, transportation, and logistics.

Earlier in her career, she served as director of organization planning, development, and quality at International Paper and as an assistant professor of psychology at Rutgers University.

She is a member of the American Psychological Association, the Society for Industrial and Organization Psychology, and the Human Resources Planning Society.

Ms. Gochman earned her doctoral degree in psychology from the University of Washington and a bachelor's degree in psychology from Carnegie Mellon University.