

BIOGRAPHY

Jamie Winter, M.A.
Vice President, Consulting
Hiring and Promotion Practice Leader



Jamie Winter helps individuals and organizations optimize their talent processes. During his more than 21 years of experience, Jamie has led and delivered such work for some of the most-recognized organizations in the world, including Allstate, Cleveland Clinic, Daimler, Eli Lilly, General Motors, Honda, Humana, Kraft, the State of Michigan and Walmart.

Throughout his career, he has worked with organizations at all levels to develop and implement a variety of talent management initiatives, including success profile frameworks for specific roles and enterprise models, selection and promotion systems, leadership development, reengineering, and succession management.

Jamie has led projects to help organizations screen, place, and develop thousands of individuals in positions ranging from hourly associates to senior executives. He has also acted as a global product manager for testing, structured behavioral-interviewing, and 360-degree feedback products.

In his current role, Jamie leads the hiring and promotion practice area for *APT Metrics* where his focus is providing strategic consulting regarding the design and implementation of high-volume selection and promotion processes.

Jamie is credited with a variety of published works on topics such as testing, interviewing, assessment centers, the use of social media in selection, management selection, and leadership development. He has also spoken at several industry conferences.

Jamie earned his bachelor of arts degree (with distinction) in psychology at the University of Nebraska-Lincoln and his master's degree in industrial/organizational psychology from the University of Akron.