



## Brandon Fleener, Ph.D.

VP, Solution Delivery

**Dr. Brandon Fleener** is a vice president of solution delivery at APTMetrics. Brandon has more than 20 years of experience providing services in the areas of talent management, pay equity, organizational surveys, job analysis, selection, multi-source feedback and analytics. In addition to his expertise in developing and implementing talent management programs, Brandon has experience designing and implementing enterprise-level software and applications used to drive talent management initiatives and operations excellence.

Brandon's consulting experience spans the retail, utility, manufacturing, pharmaceutical, insurance, financial, government, automotive, software and hospitality industries, and more.

Before joining APTMetrics, Brandon worked as the senior research director of a consumer and operations analytics firm. Prior to this position, he was a consultant providing leadership development and performance management services. Earlier in his career, Brandon was employed by a large test-publishing and consulting organization where he developed and implemented selection tests and organizational surveys.

Brandon earned a bachelor's degree in business administration in management/organizations and marketing from the University of Iowa. He earned his master's and doctoral degrees, as well as a certification in compensation, from the Illinois Institute of Technology in industrial-organizational psychology.

Brandon is a member of the Society for Industrial and Organizational Psychology and the American Psychological Association.