



## Keith A. Caver, M.S.

VP, Assessment and Development

**Keith Caver** leads APTMetrics' executive assessment practice. With more than 20 years of experience as a practitioner and senior operational leader, Keith's consulting expertise spans the continuum of human capital activities and includes talent management strategy; succession management; leadership assessment and development; diversity and inclusion management; change leadership; organizational transformation; and employee engagement.

Keith's global human capital consulting and coaching experience spans multiple industries, including energy, financial services and insurance, health and life sciences, retail, manufacturing, and technology organizations. Additionally, he has provided consulting support for multiple US and international governmental agencies—up to and including the US Congress.

Prior to joining APTMetrics and after a career as a USAF officer, Keith held key executive roles with the Center for Creative Leadership, Development Dimensions International, Right Management and Towers Watson. In these roles he complemented his consulting responsibilities by concurrently leading core talent management practices through significant growth and transformation and contributing to seminal research in each of these organizations. He is a globally recognized thought leader and sought-after speaker on a variety of human capital topics for senior-executive and HR audiences.

Keith holds a B.S. from Park University and an M.S. from the US Air Force Institute of Technology. He is a graduate of UNC Chapel Hill's Senior Executive Program and has completed post-graduate work through the University of Alabama.

He is a former faculty member of the University of Maryland, College Park (European Division) and North Carolina A&T State University. Keith is an ICF globally certified executive coach and an instructional systems designer. Additionally, he is the author, co-author or contributor to numerous publications, including *Leading in Black in White: Working Across the Racial Divide in Corporate America*, *The Handbook for Leadership Development* and works in the *Harvard Business Review*.