



Ren Nygren, Ph.D.

Chief Consulting Officer

Dr. Ren Nygren helps individuals and organizations achieve business results by optimizing organizational structure, job design and people-related processes. During his more than 20 years of post-doctoral experience, Dr. Nygren has led and delivered such work for some of the most-recognized organizations in the world, including Walmart, Delta Air Lines, Microsoft, Boeing, and Chick-fil-A.

In his current role, Dr. Nygren provides broad leadership to APTMetrics' consulting organization. Ren maintains close involvement with APT's clients' most complex HR challenges, including large-scale job analyses, designing and implementing selection systems for high-volume hiring, and technical consulting associated with job-analysis data.

When helping solve clients' HR-related challenges, Dr. Nygren draws upon his significant prior corporate experience with Walmart and Delta Air Lines which involved leading large-scale job and structural-redesign efforts, enterprise competency modeling, designing and validating high-volume hiring systems, and designing the job family architecture for the largest HRIS deployment in world history.

Ren has presented nationally recognized research and has authored professional articles and book chapters on a wide variety of talent management topics, including: conducting large-scale work analyses; effective leadership of work teams; developing and managing enterprise-wide job architectures; mitigating adverse impact risk in employment decisions; recruiting and hiring military veterans; the appropriate use of "big data" in workplace settings; and effective project management for large-scale HR projects.

Ren earned his undergraduate degree at the University of Texas at Austin, his master's degree in industrial-organizational (I-O) psychology from the University of North Texas and his Ph.D. in I-O psychology at the University of South Florida.