



Julia Bayless, Ph.D., SPHR

VP, Solution Delivery

Dr. Julia Bayless is a vice president at *APTMetrics*. Julia brings more than twenty-five years of expertise in aligning business and human resources strategy to the delivery of innovative practices across the employee lifecycle, including selection practices, learning and development, leadership assessment and development, performance management, succession planning, and employee engagement.

Prior to working with *APTMetrics*, Julia worked in public and private sector organizations, and across law-enforcement, hospitality, technology, and financial-services industries. She has led and developed multifunctional teams to deliver state-of-the-science assessment systems, performance-management systems, and employee engagement programs in accordance with best practices. Julia has also developed policy and program management and conducted return on investment studies to support talent practices.

Julia earned her doctoral degree in industrial-organizational (I-O) psychology from Wayne State University. She's also earned certification as a senior professional in human resources (SPHR) and is certified in a variety of coaching and assessment tools to facilitate client engagements. She is a member of, has served in leadership capacities, and has been a frequent presenter at professional organizations such as the Society for Industrial and Organizational Psychology (SIOP), the International Personnel Assessment Council (IPAC), and the Personnel Testing Council Metropolitan Washington (PTCMW).