

BIOGRAPHY

Ren Nygren, Ph.D.

**Vice President, Consulting, Hiring and Promotion
Practice Leader**



Ren Nygren, Ph.D., helps individuals and organizations achieve business results by optimizing organizational structure, job design and people-related processes. During his 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, Bank of America, Boeing, Chick-fil-A and Waste Management.

While leading the organization and job-design functions for Walmart and its subsidiaries worldwide, Ren directed large-scale job and structural-redesign efforts for major business units, including Walmart U.S., Sam's Club, Walmart Technology, Real Estate and International Operations. Ren also led the design and implementation of Walmart's enterprise-wide job architecture--which organized the 20,000+ jobs of 2.2 million employees into job families in support of largest HRIS deployment in world history.

In his current role, Ren leads the hiring and promotion practice area for APTMetrics. Typical engagements involve: job design to maximize engagement and productivity; designing and implementing selection systems for high-volume hiring; and technical consulting associated with job-analysis data.

Ren has presented nationally recognized research and has authored professional articles and book chapters on a wide variety of talent management topics, including: the effective leadership of work teams; developing and managing enterprise-wide competency models; mitigating adverse impact analyses in employment decisions, recruiting and hiring military veterans; 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.