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Bill Schiemann is founder and CEO of Metrus Group, specializing in performance measurement and organizational change. He has consulted extensively with corporations on the development and implementation of business and people strategies; HR measurement; strategic employee surveys and internal value assessments; and creating high performance cultures. He also founded the Metrus Institute, which supports research and publications, many in the human capital arena.

Bill is a thought leader in the human resources field, having written scores of articles and six books in the human capital area, most recently the SHRM-published book, *Hidden Drivers of Success: Leveraging Employee Insights for Strategic Advantage* (2013).

He is the Past Chair of the SHRM Foundation Board of Directors and currently serves on the Board of Directors of the HR Certification Institute. He has been named a Fellow and Scholar by the Society of Industrial and Organizational Psychology.