

Gordon Medlock

Sr. Talent Management Consultant



Gordon helps organizations create value by optimizing their talent. He combines strong people skills – experience in counseling, teaching, training, and coaching – with a technology consulting background in the field of human capital management.

Gordon has implemented over 30 talent management solutions in performance management, goal management, balanced scorecard methodology, employee development, 360 assessment, and succession planning. He has extensive experience designing healthcare talent solutions, and specializes in competency modeling, job description management, communications and change management across a wide variety of industries.

He also brings in-depth experience as an executive coach and career development consultant, and has worked extensively with employees and managers in optimizing work engagement, performance, learning, and work-life balance.

“Organizations have to walk a fine line between keeping their talent management technology solutions simple and user-friendly, while also generating the sophisticated information they need to make sound talent decisions. HRIZONS partners with the best of breed technology providers, helping organizations adopt new technologies while improving the quality of critical talent management decisions. That’s an exciting opportunity!”

Gordon’s areas of specialty include:

- Business process analysis and solution design for performance management, goal management, balanced scorecard solutions, employee development and leadership programs, 360 assessments, and succession planning
- Project management associated with human capital management initiatives, including communication and change management planning, end-user training materials, and training
- Interventions to optimize employee engagement and management coaching skills
- Executive coaching to develop and retain critical executives, managers, and staff
- Design of career development and transition services
- Business process improvement consulting to optimize deployment of talent and structuring of roles and tasks for improved business results
- Competency modeling and job description management consulting – leveraged to support career ladders / employee development, performance management, recruitment, compensation, and succession planning
- Strategic HR consulting to align HR practices with business strategy

Gordon has a master’s degree from the University of Chicago and a doctorate from Yale University – both with a focus in psychology. He enjoys swimming, biking, and golf, and lives in Northern Indiana with his wife, with whom he shares interests in the arts and travel.