

ROBERT THOMSON

Sr. Talent Management Consultant



Robert has had an interest in both software and talent management dating back to his college days where he double majored in business and computer science. Since graduating, he has spent ten years working with clients and technology companies, consulting with organizations to develop world-class Performance, Goal Management, Succession Planning, and Development programs.

Robert has extensive experience developing scalable solutions to fit the organization's needs by leveraging software to support HR processes. His understanding data integration, databases, IT processes, and software design are invaluable for the successful teaming of HR with IT to implement solutions that evolve clients capabilities to successfully managing their most important resource, their talent.

"Too often I've seen companies implement software without the vision of the processes that would best utilize it. Through HRIZONS, I'll have the opportunity to share experience from hundreds of HCM implementations, and to apply an understanding of both information technology and human resources to help organizations implement better solutions to achieve talent management for the future."

Robert's areas of specialty include:

- Talent Management technology implementations
- Goal alignment and Performance Management Processes
- Succession Planning Processes
- Data integration
- Training and Implementation Development and Delivery
- HCM Reporting

Robert is a graduate of Cornell College, with a BA in Business/Economics and Computer Science. He also has a Masters of Business Administration from St. Ambrose University. Originally from San Diego, he now lives in Memphis, TN with his wife and their first child.