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HR Chally expands I/O team with Senior Technical Consultant

Dayton, Ohio, March 27, 2009 – HR Chally, a research-based talent management company announced the hiring of Dr. James Killian as Senior Technical Consultant. In this role, he is responsible for providing oversight and guidance on personnel selection system design, validation and implementation, professional development programs, new product development and strategic business growth.

“We are pleased to have Dr. Killian on our team.” says Howard Stevens, Chally’s CEO. “His enthusiasm for business challenges and his experience in both behavioral science and client management is a true asset to Chally and will help better serve our customers and continue our success.”

Prior to his role at Chally, Dr. Killian was director of the selection practice at Hogan Assessment Systems, where he led a team of business psychologists focused on personnel selection system design and implementation. In addition to leading the selection practice at Hogan, he was also responsible for client management, feedback and executive coaching, and delivering certification workshops.

Before his most recent role at Hogan, Dr. Killian was a research consultant with CWH Research, where he focused on job analysis, statistical analysis and the design of pre-employment and promotional tests and assessments, including situational judgment tests and high-volume, live-rater assessment centers for the public sector.

Dr. Killian has conducted nearly 1000 feedbacks and coaching engagements and designed global and multi-national personnel selection systems for over 30 Fortune 500 clients. A strong advocate for the application of technology to personnel testing and assessment, and also in the use of web-based survey platforms for conducting job analyses, customer satisfaction surveys, and culture surveys, Killian has extensive experience in using such technology to quickly drive measurable business results for his clients.

The author of over 30 articles, white papers, conference papers, technical reports and book chapters dealing with testing and assessment, psychometrics and the aging worker, Dr. Killian is passionate about using his background and expertise to serve as a true business partner for his clients.

Dr. Killian received his M.A. and Ph.D. in Industrial & Organizational Psychology from the University of Tulsa and his B.S. degree from Texas A&M University. He is a member of the American Psychological Association (APA) and the Society for Industrial and Organizational Psychology (SIOP).

About HR Chally

The HR Chally Group is a talent management, leadership development and sales productivity improvement company that has provided solutions to help improve business results, reduce turnover and develop leadership for more than 2,500 customers in over 49 countries for more than 30 years. For more information about HR Chally go to www.chally.com.