

Access to Experts



Dr. Jac Fitz-enz
Chief Executive Officer
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Dr. Fitz-enz is acknowledged worldwide as the father of human capital strategic analysis and measurement. He published the first human resources metrics in 1978. In 2006, IHRIM presented Dr. Jac with the Chairman's Award for Innovative Excellence in Information Management. In 2007, he was cited as one of the top five "HR Management Gurus" by HR World, and SHRM chose him as one of the 50 persons who in the past 50 years have "significantly changed what HR does and how it does it". Dr. Fitz-enz has published 13 books and over 400 articles on measurement and strategic management. He has trained more than 100,000 managers in 46 countries. His monthly column, Leading Edge, appears in Talent Management journal. His latest book (November 2012) is titled *Human Capital Analytics*. In June 2007 he organized a group of 20 companies to build out Predictive Management: HCM:21® a model that aligns, integrates and predicts the effects of HR services on organizational performance using human capital analytics to generate leading indicators and measures of intangibles.