



Keith Warren

Vice President

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Keith is an expert in leadership and organizational effectiveness. He combines a background in industrial/organizational psychology with extensive business experience. Across his 25-year career, Keith has served on executive teams, held operational and P&L responsibilities, headed a strategic change function, and been at the forefront of the digitization of the talent acquisition industry.

Keith works with CEOs and their teams to leverage their organization design, culture and talent in the achievement of strategy.

Relevant experience

- Digitally transformed recruitment functions of 6 different organizations including automation of processes, social sourcing strategies, data analytics and reporting; resulting in 20-50% cost savings.
- Led culture change programs around the automation and digitization of business and HR processes including implementation of online communities of practice, digital skills training, business-unit specific social media strategies.
- Led the HR and organization project an M&A project for a \$20-billion tech company including job profiling, job equivalency, selection protocols, and management of staff transitions.
- Pre-deal due diligence of the executive team and organization structure for European retailer, including the assessment of the CIO.
- Assessed more than 100 executives for roles including CEO, CFO, CIO, Heads of Sales; conducted in-depth behavioral event interviews and psychological assessments.
- Built enterprise-wide assessment and development programs across technology, finance, engineering, service, sales and marketing functions, including role design, competency definitions, online testing and assessment centers.

KEITH'S EXPERTISE COVERS: Organization design, digital transformation, sales effectiveness, change management, talent management, post merger integration, organizational culture, executive assessment