



**Dr. Alec Levenson** is an Economist and Senior Research Scientist at the Center for Effective Organizations, Marshall School of Business, University of Southern California.

His action research and consulting work with companies optimizes job, organization performance and HR systems through the application of organization design, job design, human capital analytics and strategic talent management.

Four areas of primary focus include

- (a) Organizational and talent strategies for global work and emerging markets
- (b) Talent management practices for the new generation of workers and world of work
- (c) Human capital analytics to improve decisions around talent and work design
- (d) Organization design and effectiveness

Dr. Levenson's work with companies combines the best elements of scientific research and practical, actionable knowledge that companies can use to improve performance. He draws from the disciplines of economics, strategy, organization behavior, and industrial-organizational psychology to tackle complex talent and organizational challenges that defy easy solutions. His recommendations focus on the actions organizations should take to make lasting improvements in critical areas. He has trained HR professionals from a broad range of Fortune 500 and Global 500 companies in human capital analytics.

He is the author of *Strategic Analytics: Advancing Strategy Execution and Organizational Effectiveness*, *What Millennials Want from Work* (co-authored with Dr. Jennifer Deal), and *Employee Surveys That Work*. His research has been featured in numerous academic and business publications, and in the *New York Times*, *Wall Street Journal*, *The Economist*, *CNN*, *BusinessWeek*, *Associated Press*, *U.S. News and World Report*, *National Public Radio*, *Los Angeles Times*, *USA Today*, *Marketplace*, *Fox News*, and many other news outlets.

He received his Ph.D. and M.A. in Economics from Princeton University, specializing in Labor Economics and Development Economics.