



**Daniel V. Lezotte, Ph.D.**, has more than 20 years of experience in the field of industrial-organizational (I-O) psychology, having held positions in industry, consulting and academia. As vice president of APTMetrics, Inc.'s Midwest region, Dan conducts climate and engagement measurements, linkage analyses between organizational climate and business outcomes, compensation system designs, executive assessments, coaching and development, strategic planning facilitation, test development and validation, and performance management.

Dr. Lezotte's consulting engagements have cut across multiple industries including healthcare, insurance, finance, retailing, oil, manufacturing, food service, utilities and government agencies.

Prior to joining APTMetrics, Dan was a founding principal of Organizational Strategies, Inc. and a professor in the Institute of Psychology at the Illinois Institute of Technology. He has also served as the president of a national management consulting firm where, in addition to his involvement in managing and expanding this firm, he consulted on several large-scale organizational change initiatives. Dan also spent six years as a human resources officer with a large, international financial services company where he was responsible for starting up an internal consulting organization.

Dan is a board member and former chairman of Heartland Housing, Inc. (HH), a nonprofit developer of affordable housing and job training for the poor and disadvantaged, and is a board member and chair of the Strategic Planning Committee for HH's parent organization, Heartland Alliance.

He received his doctorate in I-O psychology from the Illinois Institute of Technology. His professional credits include publishing and presenting papers and workshops in the areas of organizational climate, customer satisfaction and loyalty, personnel testing and selection, the utility of human resource programs, strategic planning and compensation/reward systems.

Dan has also taught compensation and benefits certification courses for WorldatWork (formerly The American Compensation Association). He is a member of the American Psychological Association, the Society for Industrial and Organization Psychology, and WorldatWork.