

Dr. Brian Fieser is a consulting psychologist and partner at 3D Results, a strategic consulting firm helping organizations create culture as a competitive advantage. He specializes in the successful integration of talent management software systems with strategically linked business processes. His in-depth knowledge of the SuccessFactors application, technical configuration requirements and organizational talent management process design has helped clients increase the effectiveness of their systems and has provided leaders with the knowledge and ability to drive organizational strategy.

Brian has worked both as an internal functional leader and as an external consultant to organizations in retail, wholesale, software, healthcare, construction, manufacturing, utilities, consumer packaged goods and insurance. Dr. Fieser has provided expert guidance for the software implementation and integrated talent management strategy at organizations such as Follett Corporation, Suncor, Pinnacle Foods, Millipore, Entergy, and Rogers Communications.

Brian has developed, implemented and managed numerous talent management programs which have included processes such as assessment and selection, executive coaching, aligned goal setting, performance appraisals, individual development planning, and organizational succession planning. His work in organizational effectiveness has included large-scale culture assessments, workforce engagement and values alignment initiatives.

Dr. Fieser has also been an educator for over 14 years and presently serves on faculty at Loyola University Chicago where he teaches classes focused on the business applications of psychology. Brian is a member of the American Psychological Association, Society of Consulting Psychology and a former Expert Advisor to the Human Capital Institute's panel on Succession and Advancement.