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**James S. Hillgren, Ph.D.**

*Partner and Chief People Officer, The Continuous Learning Group, Inc. (CLG)*

James Hillgren, Ph.D., specializes in helping businesses and organizations increase competitive performance by working with executives in the implementation of the unique practices of organizations with sustained high performance. He also provides executive coaching and education to senior leaders in the effective use of behavior-based leadership skills, working with leaders to build appropriate measurement and reward systems that complement and support existing strategy and challenging existing performance measurement systems. He helps leaders guide the development of human performance and reinforcement systems to focus behavior in the right direction.

Jim's experience includes extensive work with clients in organizational redesign, the development of leadership potential, reward and recognition system architecture, and culture change. He has worked with a wide range of industries, including petroleum, manufacturing, civil engineering, telecommunications, healthcare, and insurance.

A graduate of the University of Texas, Jim earned a doctorate in Clinical Psychology. Prior to joining CLG, Jim was national director for Aubrey Daniels and Associates and was a partner with the Hay Group. He has made presentations to a number of organizations, including the International Association of Business Communicators, the Society for Human Resource Management, the Association for Industrial Engineers and the American Managed Care and Review Association.

