

**Carl C. Hoffmann, Ph.D.**

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*Human Capital Management and Performance LLC*

Mobile: 919-345-0018

e-mail: [c\\_hoffmann@yahoo.com](mailto:c_hoffmann@yahoo.com)

- Consulted for the past thirty years with many of the largest global companies to formulate and implement human resource strategies based on client-specific research that analyzed and delivered workforce costs and productivity schemas matched to the companies' business models.
- As a partner at PricewaterhouseCoopers Management Consulting and at IBM Business Consulting developed two successful consulting practices:
  - Developed a new approach to business intelligence, integrating data across Finance, Marketing, Supply Chain and Human Resources and providing clients with both strategic insight and increased operational control
  - Worked closely with clients to make their workforces more efficient and effective in a globally competitive environment by adapting supply chain methodology to human capital management
- Founded and ran a successful private management consulting firm for 21 years that focused on using social science research techniques and analytical tools to help companies understand and manage their workforces more effectively
- Provided survey research associated with litigation efforts in the areas of employment practices, discrimination analysis, and national labor relations matters, as well as securities fraud, trade mark infringement, and corporate ethics
  - Clients included: Sen. Warren Rudman, US Ninth Circuit Court of Appeals, Bristol Myers Squibb, Merck, Glaxo Smithkline, Warner Lambert, Pfizer, Delta Air Lines, US Airways, Northrop Grumman, Philip Morris, and Duke University, among others
- Holds advanced degrees in Demography and Biostatistics
  - Dr. Hoffmann holds a BA from the University of Wisconsin and Masters and PhD degrees from the University of North Carolina at Chapel Hill.