



## Julian Kaufmann, M.B.A.

### Overview of Coaching

Julian has an extensive history in senior human resources roles. Some of these include chief human resources officer for Council Advisors (formerly G100 Companies) and head of human resources for AIG Asset Management. His coaching and consulting work focuses on executive assessment and coaching, executive team development, organizational design, operating model transformation, and talent management. He has worked with a wide range of senior executives in both internal and external relationships.

### Background and Experience

As the chief human resources officer for Council Advisors (formerly G100 Companies), Julian had a unique business partnership that combined the world's best C-level learning communities with a handful of premier professional services firms. They helped the most distinguished companies and executives drive performance, learning, strategy, and reputation. Before that, Julian held his roles as senior managing director and head of human resources & communications for AIG Asset Management, and as AIG vice president of global talent management & organization development. Earlier in his career, Julian served as vice president of leadership & organization development and corporate human resources for Tyco International. In addition, he served as vice president of leadership & organization development for Time Warner, AlliedSignal (now Honeywell), Compaq Computer Corporation and Harris Corporation.

Julian co-founded The CHRO Forum Partnership at Deloitte in 2010 and served as a senior fellow from 2011-2015 for Human Capital Practice (The Conference Board).

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### Sample Businesses, Engagements

Financial Services  
Pharmaceuticals  
Professional Services  
Manufacturing

### Areas of Specialization

Organization Design/Development/Effectiveness  
Change Management (Large Scale)  
Influencing/Collaboration Skills  
Team Coaching/Development

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### Education & Training

M.B.A., University of Michigan  
B.A., Economics & Psychology, University of Michigan  
Certificate, Labor & Industrial Relations, University of Michigan

### Qualifications

Certifications: Action Learning Coach, Brain Based Coaching – NeuroLeadership Institute  
Assessments: Center for Creative Leadership: Benchmarks, EQ-I 2.0, MBTI: Basics, MBTI: Type II or III, Profilor 360, Team Effectiveness Survey, Whole Brain Thinking (Herrmann)