

## SPEAKER BIOGRAPHY

# Kevin MacDuff

**Solution Management Director  
at Visier**



**visier**

I live at the intersection of HR, technology, and mathematics. I was an early adopter of People Analytics and the way math and data can provide evidence of human behaviour within organizations. I am skilled in identifying business objectives for senior HR leaders and tying them to data and analytics.

As a Solution Director at Visier, I use my deep subject expertise to design compelling products and services that solve customer problems and lead the people analytics market forward.

At Visier in my previous role as Practice Lead for People Analytics, I led a team of People Analytics Consultants who helped to transform people and processes within organizations who use Visier's People Analytics technology solution. Prior to Visier, I was a director at Vancouver Coastal Health, where I led the people analytics and HR systems transformation efforts. I am an 15 year veteran in the People Analytics space and have deep experience in HR systems, data warehousing, data analysis techniques, and strategic workforce planning. I hold a designation as a CPA, which informs my ethical approach and management consulting practice, as well as certifications in change management from Prosci®, Strategic Workforce Planning from HCI, and most recently, Product Management from the Pragmatic Institute.