



Douglas S. Duncan

Doug Duncan, President of TalentValue International, has 35 years of experience in human resources and business planning putting organizations and people in focus. His clients are in a wide variety of industries including painting contractors, auto recovery, supermarket, coffee service, dental, roofing, restaurant, hotels, insurance, manufacturing, technology, construction, architecture businesses and non-profit organizations. He has consulted for large best-in-class companies in the supermarket and insurance industries helping them build their human resource systems.

TalentValue provides information that enables business owners and executives to make better decisions regarding their people issues. He helps companies hire, train, and retain the right people through Doug's innovative and interactive web based and personal consulting practice. HR Out of the Box is a platform for building a successful talent management system. The TalentValue Recruiting Center provides a powerful way to hire people in less time while improving the quality and fit of your employees. The Veriproved Background Checking verifies the accuracy of your candidate information. Your HR Audit is a web based program to identify the vulnerabilities of your clients. Your HR Help Desk is for companies to receive professional guidance on how to handle a broad spectrum of day-to-day employee issues. All of these on the TalentValue dashboard providing an integrated web based Human System to link with their operational, financial and marketing systems.

Prior to founding TalentValue, Doug held various senior HR management roles for a multi-billion dollar supermarket and wholesale company. During his 18 years with that firm he oversaw human resources, international sales and strategic planning.

Doug holds a Masters of Human Resources from Rutgers University and has served as President of his alumni association. As an adjunct professor at the College of New Jersey he has lectured in all areas of human resources and strategic planning. He earned his BA from Earlham College in Richmond, Indiana.

Doug has served on the board for the Institute for Arts and Humanities Education, the Society of Human Resource Management (SHRM), Rutgers University Alumni Association and as a trustee at his local public library.

What distinguishes the TalentValue approach is the ability to link the business needs of the organization with practical systems to select and engage employees, build more effective leaders and innovative solutions to keep basic administrative costs under control. The result is an integrated system that is more efficient and effective in improving overall productivity. The platform for these human and planning systems can be found on

www.talentvalue.com .