

MARGARET GRAZIANO



Margaret Graziano is the CEO and Senior Managing partner of Keen Talent Management, a full service talent management solutions firm that enables companies in achieving excellence through leveraging the power of their human capital.

Ms. Graziano has worked in the human capital industry since 1983 and has been coaching business leaders in high performance hiring strategies, retention, and succession planning since 1999.

She has long-term successful partnerships with companies in the healthcare, medical education, software, electronics, high-tech, energy, and professional services industries. Margaret has several years of success history implementing spike-hiring programs for start-up companies as well as for market leaders expanding to new geographies and needing entire teams and departments staffed with highly skilled impact players.

Graziano's specialty is in advising business leaders building high-performing, mission-driven, and profitable teams. Business leaders' gain results in the area of improving their hiring batting average, increasing their return on their human capital investment, refining or implementing performance management metrics, talent development, and next level succession planning. She works with leaders on bridging the gap between employee selection and retention. She has mastery in Team Role Analysis, Talent Benchmarking, and Talent Competency gap assessment.

Graziano is an Executive Coach and is certified in Organizational Development, Retention, and Competency & Behavioral Assessment. She resides in San Jose, California, and Chicago, Illinois.

Chicago Woman Business Owner of the Year
National Association of Women Business Owners, 2004
Named "Influential Woman in Business"
The DuPage Business Ledger, 2003