



Mike Cox Consultant

Mike is a seasoned management consultant as well as an experienced human resources practitioner. He works with organizations to improve the ways in which they acquire, retain, develop, and unlock the potential of their talent. Mike's approach focuses on delivering practical solutions that have the potential for profound business impact while also incorporating innovative thinking and emerging ideas and technology.

Mike's principal areas of expertise include:

- **Talent Development** – Working with senior HR and business leadership to identify the core learning and development needs of the organization and then crafting programs that unlock the potential of employees in both new and existing capabilities
- **Talent Management** – Developing strategies for talent acquisition and/or retention through the optimization of employee value proposition, compensation structuring, and performance evaluation
- **People Focused M&A Support** – Identifying potential pitfalls and opportunities encapsulated within the human elements of mergers and acquisitions to improve go/no-go decision making and increase success rate during integration

Mike's diverse consulting background includes engagements relating to traditional HR topics (including organization design, talent strategy and post-merger integration) as well as more business-focused topics (including margin leakage, portfolio optimization, operational efficiency and M&A advisory). He has spent more than ten years delivering client-facing strategy consulting projects for over a dozen different organizations. Additionally, he has spent five years leading the HR functions supporting global strategy consulting businesses for Schlumberger and Accenture. He has delivered projects in 15 different countries and has worked for clients including Shell, BG Group, Verizon, Haliburton, US Steel, Newfield, Total, and Talisman.

Mike holds a Bachelor's of Science degree in Mechanical Engineering from Rice University in Houston, TX.

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Nevins Consulting, Inc. works with executives, teams, and organizations to create tailored solutions in the areas of leadership and management development, organizational effectiveness, and talent assessment and planning. We collaborate with our clients to help them achieve specific and meaningful organizational and business results. Our services and solutions range from executive coaching and team alignment to organizational development and the creation of leadership and executive training programs. Our passion is to help our clients develop extraordinary leaders, highly functioning teams, execution-driven organizations, and the talent-management processes that will ensure long-term and sustainable success.