



George Klemp, Jr.
President and Partner

George, Cambria's president, head of Cambria's Executive Assessment practice and co-leader of Cambria's Consulting practice, has over 30 years of management consulting experience and is one of the creators of job competency assessment technology. He has worked with more than 50 companies in the Fortune 500, as well as colleges, universities, and federal agencies to develop competency models, selection systems, assessment centers, professional and managerial development programs, succession planning strategies, and organizational surveys. His clients have included prominent organizations in energy, consumer products, financial services, and manufacturing.

Prior to Cambria, George was Senior Vice President and Director of Research at McBer and Company (now part of the Hay Group), where he originated the field of competency assessment with Harvard professor David C. McClelland, and headed client engagements with organizations such as General Electric, McDonnell Douglas, Mobil, Ciba-Geigy, CIGNA, the US State Department and the US Navy.

George received a BA in social psychology from Harvard College, an MA in psychology from the University of Wisconsin-Madison, and a Ph.D. in psychology from Yale University. He is a member of Division 5 (Evaluation, Measurement, and Statistics) of the American Psychological Association and the Society for Industrial and Organizational Psychology. He has also been a keynote speaker at national and international conferences, presenting on topics including leadership and advances in competency-based human resource development applications.