



Biography

# Marty Kuehne

SEABURY OCI Advisors, LLC

## Founder and CEO of Seabury OCI

### PROFILE

Marty is Founder and CEO of Seabury OCI. Marty ensures that Seabury OCI clients receive the highest level of consulting support in a full range of human capital offerings including talent acquisition, talent management, compensation/rewards strategies, and workforce analytics. Marty actively participates in client engagements throughout the world, and has extensive expertise in facilitating large-scale organizational change, including merger and acquisition integration, financial turnarounds, IPO's, bankruptcy, and restructurings. Marty helps clients create the context to achieve and sustain organizational effectiveness and alignment through strategic consulting in the selection and development of high performance senior management teams, executive coaching, and succession planning coaching and facilitation.

Marty has advised Boards, founders, private equity owners and executives on how to maximize the potential of people, business processes and Human Resource programs to produce superior business results. Marty is also involved with executive compensation program development, collective bargaining support, and health/pension plan modifications for privately held and publicly traded organizations in industry sectors including transportation, financial services, manufacturing, and healthcare.

Marty's recent engagements include the financial restructuring of a global airline and the human capital implications and contributions to cost savings; executive coaching and sales leadership strategy development for an international semiconductor manufacturer; and the overall HR restructuring of a global airline caterer, including an assessment of key talent, developing a talent acquisition process for North America, benchmarking industry wage rates for collectively bargained employees and designing compensation programs to support the goals of the private equity investors, the Board and the senior management team.

### PREVIOUS EXPERIENCE

Marty has more than 25 years of experience in Human Resources and management consulting. He has held senior positions at American Express, Wells Fargo and Northwest Airlines with responsibility for compensation, benefits and training and development capacities with significant interface with the Board of Directors.

### EDUCATION AND PROFESSIONAL AFFILIATIONS

- B.A., Economics, University of Minnesota
- M.A., Industrial Relations, University of Minnesota
- Member, World at Work
- Member, CEBS



*"Driving business results through human capital."*

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