

# About Aliya



Aliya Khan, MA is an *Executive Consultant* for **The Blake Leath Group, LLC** (“TBLG”)—a dynamic research, curriculum development and intellectual property *greenhouse* that grows leaders and shapes cultures. Aliya is a results-driven strategic thinker and innovative problem solver with 18 years of global, cross-industry and consulting experience developing and implementing talent strategy aligned with critical business objectives. Her specific areas of expertise include strategic workforce planning, performance management, leadership development, succession planning, talent review, competency model development, employee learning and development, culture assessment, group facilitation, training, communication and change management.

Aliya’s prior experience includes leadership roles at Accenture, PepsiCo, Chevron (Caltex JV), Celanese and Blockbuster. She has also taught at the University of Pennsylvania. In addition to the United States, Aliya has worked in Asia, Australia, Europe, the Middle East and Africa and brings diverse cultural perspectives to people based business processes.

Known for consistently delivering quality, customer-focused and business relevant talent solutions that impact the bottom line, Aliya is a trusted partner. While at Accenture, Aliya led the change readiness processes for a large, global oil and gas merger and received the client’s highest ratings in the year end quality review. As a consultant to KPMG, Aliya developed an ASTD award winning Partner Competency Development program. She led a multi-year Talent Management transformation project at PepsiCo to

harmonize all talent development processes across the Frito Lay, Tropicana, Gatorade and Pepsi Business Units along with enabling technology platforms and training for succession planning, performance management and learning in multiple languages for over 70,000 employees around the world. The project was delivered on time and budget. Moreover, to ensure sustainability, she established an outsourced support model. At Celanese, Aliya developed the vision, framework and curriculum for a global leadership and management capability development university.

A seasoned and engaging facilitator, Aliya relishes the process of helping people learn from each other. At Chevron/Caltex, Aliya received the company’s most prestigious Chairman’s Award for her facilitation of the Leadership and Management Development program. Participants of the program included the CEO, top executives and international management teams. Also at Chevron, Aliya managed the roll-out and facilitation of a strategic goal alignment and measurement program for the Africa/Middle East Region. That year, the region exceeded its business targets and the alignment process was identified as a key factor.

Aliya has a BA in *Economics & Cultural Anthropology* from Smith College and an MA from the University of Pennsylvania. She is a member of the Phi Beta Kappa honor society.

Aliya resides in Dallas with her husband, twin boys and cat. When school and work schedules permit, the family enjoys traveling together and learning about the art, music, food, wildlife and history of the world.

