



Lorne Epstein
Electric Cow

[Lorne](#) delivered his unconscious bias workshop to 4,300 HRCI members in October of 2020 and to over 6,600 professionals since April 2020. Since 1993 Lorne has been leading experiential workshops and has been an HR professional since 1996. During his career in talent acquisition, he built companies in the U.S., India, and Brazil. He is a graduate student in Organizational Development and Knowledge Management at George Mason University and is conducting research on the impacts of unconscious bias in the workplace. His book, [You're Hired! Interview Skills to Get the Job](#), has been downloaded over a half-million times worldwide. He is SHRM-SCP certified and a Lifetime Charter Member of the [Association of Talent Acquisition Professionals](#).

Professional Accomplishments

- Over 6,700 participants have participated in the Uncovering Unconscious Bias Workshop.
- Hundreds of HR professionals have earned SHRM or HRCI credit through Lorne's workshops.
- 4,300 HR Professionals participated and earned credit at HRCI's Higher Standards: Advancing the Conversation around Diversity, Equity, and Inclusion on October 14, 2020.
- Built first National Talent Acquisition Network for the U.S. Forest Service tasked with hiring 1,800 new employees annually, including 10,000 fire-season hires.
- Enhanced the global hiring process for a software development company, achieving a 54% increase in hires.
- Developed a hiring strategy that reduced time-to-hire by 76% and cost-to-hire by 48% for a naval architecture firm.

Professional Memberships Certifications

SHRM-SCP Certification # SHRMAPP8534

Member – Society for Human Resource Management

Lifetime Charter Member – [Association of Talent Acquisition Professionals](#)