

Lucien Alziari

Operating Partner

The ExCo Group



Lucien Alziari is an accomplished former CHRO and board director with over 30 years of experience across major international corporations, including Prudential Financial (NYSE: PRU) and A.P. Moller-Maersk (OTCMKTS: AMKBY). He currently serves as Executive Vice President, Senior Advisor at Prudential Financial. With a proven track record of facilitating CEO transitions, advising on governance, and driving global capability-building, Alziari brings operational precision and people-centric leadership to C-suite executives, boards, and executive teams worldwide.

Alziari currently serves as an Operating Partner with The ExCo Group, where he partners with CHROs and CEOs to design systems-level approaches to leadership development.

Alziari previously served on the Board of Directors of C&J Clark Ltd., as well as the HR Policy Association, the leading organization representing Chief Human Resource Officers of major employers.

At Prudential Financial, Alziari led two successful CEO transitions using a board-owned, data-driven framework that earned industry recognition for governance and leadership continuity. He served as the organization's CHRO before transitioning into his current role as Senior Advisor.

Prior to joining Prudential in 2017, as EVP & Group CHRO of A.P. Moller-Maersk, Alziari led a \$40B enterprise with approximately 90,000 employees, ensuring its leadership aligned with the company's shift towards a streamlined shipping and logistics model. Earlier, he held the CHRO & SVP role of Human Resources and Corporate Responsibility at Avon Products (NYSE: AVP), modernizing their leadership capabilities.

Alziari began his career at PepsiCo, where he led its highly regarded talent development and succession planning efforts and held leadership roles across the Middle East, Pakistan, Africa, and Central Europe.

Born and raised in the U.K., Alziari earned a degree in history from the University of Reading. In addition to his board and advisory work, Alziari is a Fellow of the National Academy of Human Resources and has been recognized by the Academy of Management with the Distinguished HR Executive Award. He is also an Executive Fellow at King's Business School in London, where he advises on HR research and talent strategy. He brings a global perspective to leadership, with lived and professional experience across Europe, North America, and Asia. He currently resides in New York City.