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Measurable Results. Leadership Impact.

Lucien Alziari

Operating Partner
The ExCo Group

Former CHRO and EVP, Senior Advisor
Prudential Financial (NYSE: PRU)

Former Executive Vice President and Group CHRO
A.P. Moller-Maersk (OTCMKTS: AMKBY)

Former CHRO and SVP
Avon Products



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). 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 Boards of the CHRO Association, the leading organization representing the Chief HR Officers of major employers, and the National Academy of Human Resources. He also served as Chair of the Center for Executive Succession at the University of South Carolina.

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 leadership aligned with the company's shift toward a streamlined shipping and logistics model. Earlier, he served as CHRO & SVP of Human Resources and Corporate Responsibility at Avon Products (NYSE: AVP), modernizing its leadership capabilities.

Before becoming CHRO of Avon Products, Alziari served as Chief Talent Officer 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 Bristol. 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 served as an Executive Fellow at King's Business School in London and is currently Executive in Residence at New York University, 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.