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Jim Holincheck has more than 25 years of experience in the HCM technology industry and is the Vice President of Advisory Services at Leapgen. Before joining Leapgen, Jim gained experience as a vendor (Workday - Services Strategy and Product Management), an industry analyst (Gartner and Forrester /Giga), and a consultant (Accenture). He has spent his entire career working with customers to strategize, select, implement, support, and optimize their usage of enterprise applications.