

What Are the Right Questions to Ensure Practical Connections Between Business and People Priorities . . . And How Do You Get the Answers?



IAN ZISKIN has been at the forefront of human capital strategy and talent development for more than 30 years. Ian addresses one of the toughest, yet most important issues organizations deal with every day: how to align business and people strategies.

CREDENTIALS: From human capital strategy and organizational transformation to leadership and talent development, Ian Ziskin has been there and lived it.

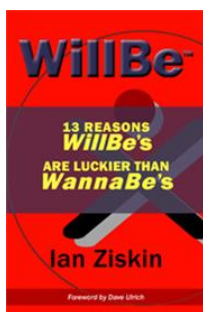
Ian combines practical experience, humor, energy, and pragmatic perspective into an engaging, interactive audience experience.

- President, EXec EXcel Group LLC, where he delivers results for clients as a board advisor, coach, consultant, teacher, speaker, and author
- Served in Chief Human Resources Officer and other senior leadership roles with three Fortune 100 corporations—Northrop Grumman, Qwest Communications, and TRW
- Professional speaker sought by companies, universities, conventions, and professional association meetings to speak on HR strategies and competencies, HR public policy issues, leadership and talent development, the workforce/workplace of the future, and more
- Author of *WillBe: 13 Reasons WillBe's are Luckier than WannaBe's* (2011) and contributing author to *The Chief HR Officer: Defining the New Role of Human Resource Leaders* (2011, Wiley)

THE ART OF THE QUESTION™: MAKING HUMAN CAPITAL STRATEGY REAL AND RELEVANT

Ian Ziskin discusses a proven 5-part human capital strategy framework for organizations that includes strategies for:

- Managing Talent
- Developing Leaders
- Driving Performance
- Building HR Excellence
- Harmonizing Systems & Processes
- . . . and much more!



- Author of numerous articles appearing online and in print, such as *HR Executive* magazine, *Directors and Boards* magazine, and *Organizational Dynamics Journal*
- Executive in Residence with the Center for Effective Organizations (CEO) at USC's Marshall School of Business and Executive Advisor to Executive Networks, Inc.
- Board of Directors member for Axion Health and Advisory Board member for Humantelligence and RiseSmart
- Fellow, National Academy of Human Resources

AVAILABILITY: Globally and nationwide for keynotes and as a speaker, presenter, guest, or faculty member for leadership development programs. By arrangement and by telephone, including weekends. Resides in Sag Harbor, New York.

MORE INFORMATION (includes VIDEO): www.exexgroup.com/speaking/appearances

CONTACT: iziskin@exexgroup.com or (631) 828.2722