

What Does the Future of HR and Effective Organizations Look Like . . . And How Will It Affect Your Business?



IAN ZISKIN has been at the forefront of human capital strategy and talent development for more than 30 years and shines the light ahead for business and HR leaders.

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

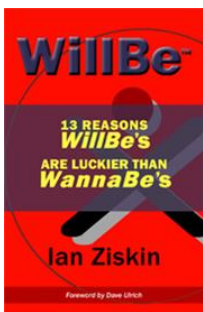
Ian combines practical experience, humor, energy, and pragmatic perspective into an engaging, interactive audience experience.

- 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)

BLACK HOLES AND WHITE SPACES™: THE FUTURE OF HR AND EFFECTIVE ORGANIZATIONS

Ian Ziskin discusses workforce and workplace changes, six trends affecting the future of HR and organizations, and implications for business leaders. Learn more about:

- Collective Leadership
- Agile Co-Creativity
- Personal Value Proposition
- Segmentation
- Sustainability
- Education Through Analytics
- . . . 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

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