

What Does a Performance-Driven Culture Look Like . . . and How Do You Know You Are Driving in the Right Direction?



IAN ZISKIN has been at the forefront of human capital strategy and talent development for more than 30 years. Ian shows how performance-driven organizations leverage high levels of collaboration and engagement to move from ideas to action.

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

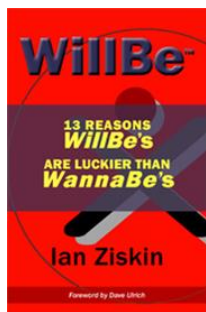
Ian combines practical experience, humor, energy, and pragmatic perspective into an engaging, interactive audience experience.

- 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 COLLABORATORY™: BUILDING A COLLABORATION, ENGAGEMENT, AND PERFORMANCE CULTURE

Ian Ziskin shows how performance-driven organizations leverage collaboration, engagement, organizational capability, and cultural attributes such as:

- Shared Beliefs & Assumptions
- Norms & Consequences
- Success & Failure
- . . . 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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