

## THE TALENTERPRISE™: PUTTING PEOPLE OVER PROCESS

# What Do the Best Organizations Do to Excel at Building Talent . . . and What's Stopping You?

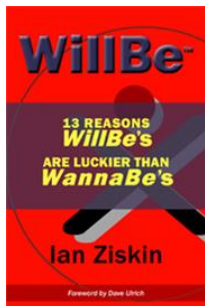


**IAN ZISKIN** has been at the forefront of human capital strategy and talent development for more than 30 years. Ian reveals the 12 characteristics of successful “Talententerprises”—organizations that are top talent magnets able to find, develop, nurture, and keep top talent.

**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)



- 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](http://www.exexgroup.com/speaking/appearances)

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**Ian Ziskin** reveals 12 things successful talent magnets do to:

- Attract the right talent
- Identify the best talent at every organizational level
- Bring out the best in “up & comers”
- Create strategies for retaining and growing top talent
- Keep the talent pipeline primed with ready successors
- . . . and much more!