

WILLBE™: 13 REASONS WILLBE'S ARE LUCKIER THAN WANNABE'S

13 Reasons Successful Up-and-Comers are Different from Everyone Else

Based on his popular book, *WillBe™: 13 Reasons WillBe's are Luckier than WannaBe's*, Ian Ziskin summarizes lessons learned from his more than 30 years of experience at the forefront of human capital strategy and talent development with this fast-paced, insightful, and often amusing look at the 13 unique qualities that separate WillBe's (up-and-coming high potentials) from WannaBe's. Ian draws on wisdom from historical figures, business leaders, entertainers, sports heroes, and thousands of extraordinarily successful and talented high potentials, incorporating humor, humility, and a human touch into the discussion.



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.

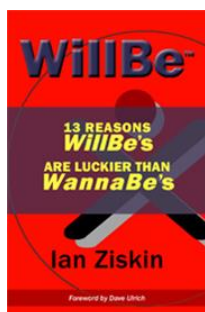
- President, EXec EXcel Group LLC, where he delivers results for clients as a board advisor, coach, consultant, teacher, speaker, and author
- Served in Chief Human Resources Officer and other senior leadership roles with three Fortune 100 corporations—Northrop Grumman, Qwest Communications, and TRW
- 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)

WillBe™: 13 REASONS WILLBE'S ARE LUCKIER THAN WANNABE'S

IAN ZISKIN offers sage advice, keen insights, and proven tools for aspiring leaders, high performing teams, and organizations that want to develop their high potentials, with a look at successful up-and-comers who:

- Define the Moments (Ethics)
- Do Unto Others (Respect)
- Show and Tell (Credibility)
- Bring Out the Best (Leadership)
- Play Sandbox (Collaboration)
- Keep Common Sense Common (Judgment)
- See Around Corners (Anticipation)
- Spend Time Like Money (Prioritization)
- Fail Forward (Resilience)
- Fill the Void (Responsibility)
- Seek the Truth (Communication)
- Know Thyself (Self-Awareness)
- Do Windows (Execution)

(Based on Ian Ziskin's popular book of the same title)



- 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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