



### **Ian Percy**

Ian Percy challenges and inspires corporate and association audiences in numerous industries around the world. His unique ability to help people believe in their full potential, to challenge themselves when they need to be challenged and to stimulate courageous innovation will bring significant advantage to your organization.

An organizational psychologist, Ian is a renowned business speaker and respected author of six books. As a speaker Ian has the rare honor of being inducted into both the US and Canadian Speaker Halls of Fame.

Ian's writing includes the breakthrough book on leadership titled *Going Deep*; an inspirational book called *The 11 Commandments for an Enthusiastic Team* and his most recent *The Profitable Power of Purpose*. He writes a regular column on performance improvement for Human Capital magazine read by over 40,000 HR leaders and is a frequent contributor to the online publication RetailWire.

A long list of clients from insurance, finance, health care and technology sectors includes Microsoft, Exxon Mobil, Transamerica, Nortel, US Bank, MDRT, Aventis, Sodexo and KPMG.

A Canadian, Ian and his wife Georgia live in Scottsdale, Arizona where he has an interest in reining Quarter horses and gets in the occasional golf game.

### **Speech Topics:**

#### **Why we have to change our thinking if we want to change our results.**

The bottom-line is that until we change how we think, we'll never be able to take our organizations to new levels of performance, innovation or profitability. Thinking outside the box just isn't going to do it. Your greatest competitive advantage is found in the genius minds of your people. Yes, genius minds! This stimulating program shows you how to release that enormous power. The audience will buzz with a new confidence that they can indeed create unimagined success on both ecological and economical levels.

#### **Lighting a Fire in Your Fireplace: rekindling the corporate spirit**

In the usual chaos of change - whether from mergers, re-engineering or crises - the human spirit takes quite a beating. This session helps you to 'light the fire' and restore purpose, passion, and performance throughout the organization. Without this spirit that drives all human behavior, all the emphasis on structure, strategies and systems will be to no avail.



## **Success in the Age of Disengagement: how to create unassailable loyalty from both employees and customers**

"Engagement" is the new jargon for loyalty and commitment. The frightening thing is there's not much of it to be found anywhere. The accumulative effect of 9/11, endless corporate scandals, botched hurricane relief, and general lack of national confidence has produced The Age of Disengagement. People are focused only on 'looking out for themselves'. To a large extent it's taken the fun out of work and is creating enormous economic loss. The good news is people really want to be engaged! This program explains what it will take to restore our organizations to a point where employee and customer loyalty are unassailable

## **The Profitable Power of Purpose**

A highly defined "Purpose" has been behind every true mark of progress and success since the beginning of time. So why, when it comes to discussing the corporate "vision" and "mission" do people fall into a deep sleep? The reason is that many still don't 'get it'. Maybe if we realized that Purpose has a direct impact on the bottom line we'd show a little more enthusiasm!

In this challenging and humor-filled presentation people learn what it means to have a higher purpose - a Peak Purpose™ - a vision so powerful it moves the organization to peak passion, performance and especially Peak Profitability.

## **From Information to Wisdom**

The greatest leadership challenge of this century. One thing we all agree on is that we have enough information! The challenge is what to do with it - and that's where wisdom comes in. Unfortunately we don't talk about wisdom much, almost like it's beyond reach. Yet wisdom is the rarest and most needed resource in the corporate world today.

This presentation is ideal for senior leaders as it challenges them to dramatically change how they spend their time. It is the rare executive who has the time to simply think, reflect and determine the wisest course of action. This thinking time is not a luxury, it is essential to any successful enterprise.