

Book and Speaking Endorsements for Michael Lee Stallard

“Michael Stallard is an innovative, trustworthy and reliable professional. He understands what it takes to engage the hearts and minds of employees, and has developed a concept/model for employee engagement that will enable organizations to create a workplace that is truly exceptional. Michael understands what it takes to build a connection culture. For many, this is often seen as soft and intangible. Michael knows how to hardwire and connect people to the workplace. I would encourage you to take the time to listen and learn what it is he has to say. Michael is someone that you can trust.”

- Jay Morris, Vice President, Leadership Development and Education, Yale-New Haven Health System

Your leadership of the program was superb. Your points were excellent, energizing, and enthusiastic. Everyone who attended was fully engaged and rated it very highly. And this was one of our best groups of attendees, with high level people in the public and private sectors, that we've recently had. Your book and presentation are the antidote every organization in the public and private sector, and every person in them, need to offset the negative news.

- Alan N. Schlaifer, President & CEO, Wharton School Club of DC

I was most impressed with Mike's presentation to our leaders group at Lockheed Martin! His research and presentation was right on, and addressed real issues that our company faces. Engaging employees has always been the best way to get the best from your people and give the best to them. The straight forward practical models and skills Mike teaches can help any leader transform their company culture to one that inspires the best in its people.

Mike not only taught us about engaging employees, he demonstrated it throughout his presentation!

- Scott Baker Ph.D. Professional and Organizational Development, Lockheed Martin

In 2008 the Darden Graduate School of Business graduated its inaugural MBA for Executives class. As part of their last week together, the students were lucky enough to have Michael Stallard share his thoughts with them. His presentation was powerful and the buzz among the students was fantastic. “Michael really connected with us - right off the bat.” “We should have had more time with Michael.” “Provocative.” “So nice to hear someone talk about how hard the soft side is.” “The most meaningful part of the week,” and so forth. Mike didn't just present and take off for the airport - he joined the students for lunch, their afternoon sessions, joined us for dinner and even met with one student the following morning. He wrote about the experience on his blog, calling the class “The Connected Class.” To this day, that is how they refer to themselves. I am delighted that Michael will be back to share his wisdom with the Class of 2009. (And we've scheduled him for more time.)

- Marian Chapman Moore, Professor and former Associate Dean, MBA for Executive Program, Darden Graduate School of Business, University of Virginia

I work for General Dynamics Electric Boat Group that makes nuclear submarines and I attended the workshop that Michael Lee Stallard and Jason Pankau of E Pluribus Partner's and co-authors of the book *Fired Up or Burned Out* presented to Electric Boat Corp on Oct 9, 08. There were 25 Electric Boat personnel in attendance at the workshop who are part of a leadership development group at Electric Boat Corp known as BLG-4. Many of us had recently read their book *Fired Up or Burned Out* before attending the workshop, so the material was still fresh in our minds. I have personally read their book twice cover to cover and have re-read numerous sections numerous times that I gain inspiration from. I refer to the book and the materials from the workshop often to help guide me in helping improve my skills as a manager of engineering personnel. The workshop was excellent as it reinforced all of the concepts presented in the book. Michael and Jason's knowledge and passion of the subject matter, Connection Cultures = Vision + Value + Voice made the workshop a complete success at Electric Boat. There was actionable information presented that we have all taken back to our individual departments at Electric Boat to implement. Below are quotes from many of the Electric Boat participants that attended.

"Good subject matter, and the fact that both presenters were passionate about what they were doing kept me engaged the entire day. The examples used throughout the day were meaningful and gave me a lot to think about."

"I liked the way the training was delivered with examples and a little comedy."

"I thought that this was one of the best seminars we've had so far in BLG. The EB culture is definitely not "soft" so it was nice that we could have a discussion about it. I learned a lot and intend on implementing some of the ideas discussed throughout the day."

"The session provided insight for getting results from people. While the ideas were common sense-people issues, it was helpful to me to hear someone else say how important they are and provide examples for change."

"The passion and knowledge the instructors displayed of the subject; the actionable steps we can take to implement; they kept us engaged!"

"What I like best about the session were the examples of people and corporations that typified the connection elements of vision, values, and voice and how those elements lead to success."

Thanks to Michael and Jason for the excellent workshop you presented to Electric Boat personnel and your inspirational book."

- Ben Gillis, Engineering Manager, General Dynamics Electric Boat

Thank you so very much for a terrific, enlightening presentation. You gave the attendees some very important insights on developing effective business relationships. Your examples and anecdotes were fresh and on target. You energized the attendees and gave everyone a lot of powerful ideas to consider. I was told by many on the way out and subsequently what a great meeting it was.

- Beverly Katz, Chair, Marketing Executives Networking Group, Connecticut Chapter

I requested Michael to deliver a colloquium to the staff and faculty at the Center for Creative Leadership in Greensboro, NC on Jan. 21st, 2009. I had previously heard him speak to an employee engagement workshop for Lockheed-Martin managers and executives in August 2008 where I was also a speaker.

Michael delivered a wonderful presentation on the power of connection cultures and how we can create them in our own workplaces. His talk was full of illustrative stories and wonderful examples from the worlds of sports, business, the military, and even his own life.

Michael's presentation resonated with the people in attendance as it correlates so well with CCL's extensive body of knowledge on emotional intelligence. I was impressed and, afterward, I was approached by a number of people who had attended who told me how much they enjoyed the presentation. If you haven't heard Michael speak, I strongly recommend that you do so and that you also read his book, *Fired Up or Burned Out*.

- Bill Adams, Senior Enterprise Associate – Government, Center for Creative Leadership

Thank you for your tremendous contribution to the success of the Forum's Second Annual Think Tank. Again, we greatly appreciate your efforts to market the Think Tank to your own clients, and your presentation was no doubt a draw for many attendees. "Whose in Charge Now? Thriving in an Employee-led Economy" exceeded our highest expectations.

Your keynote presentation with Jason resonated with our 45+ attendees and set the stage for an afternoon of learning and networking at the People Cafe. Not only was your message keenly aligned with the Forum's own mission, but you offered up a dramatic and significant message that the Forum's Executive Committee is still, and will no doubt continue, to reference – 'Connect or Die!'

Over 90% of our Think Tank Survey respondents indicated the overall program met or exceeded their expectations. Your keynote address was a major reason we received such good reviews. Thank you very much for sharing your experience, expertise and delightful stories with us. It was a pleasure working with you!

- Annalisa Jacobs, Managing Director, Forum for People Performance Management and Measurement, an affiliate of the Department of Integrated Marketing Communications, Medill School of Journalism, Northwestern University

I thoroughly enjoyed meeting you and being part of your session. Thank you. I am very glad to now have this connection with you. You have a great presence. What struck me most was how genuine, articulate, and truly interested in others you are. I have signed up for your e-mail newsletter. Here's to continuing our connection! I will be in touch as opportunities emerge to bring your work to our corporate clients.

- Nancy Dunnells, Senior Director, Executive Education Program, Darden Graduate School of Business, the University of Virginia

Michael Stallard conducted a webcast for the American Management Association in Nov '08 based upon his book: "Fired Up or Burned Out." He focused on Connection Cultures and how to attract, engage and retain employees and used a personal story as the foundation for his presentation. Michael's information, perspective and engaging style were well received by a large online audience. I have only the highest praise for his experience and professionalism - a pleasure to work with!

- Susan Zeidman, Portfolio Manager, American Management Association

Mike Stallard appeared before the Staffing Management Association of Southern New England in 2009 in a customized presentation based on his book "Fired Up or Burned Out." Our audience of HR professionals in recruiting/staffing/assessment/diversity applauded Mike's hour-long presentation and Q and A and ranked his presentation among the highest of all presenters in the last three years. He gave graciously of his time and resources and was well appreciated. His creative ideas were easily translated into implementable actions that our audience took back with them to their offices.

- Ruth M. Brennan, Ph.D. President, Business Intelligence Quest Madison, CT Co-Chair, Programs, SMA of Southern New England

Michael Stallard and Jason Pankau present a powerful workshop that can fire up any organization! Capture their leadership ideas that focus on connecting employees to each other and their mission and you can bring your staff to new heights of achievement. I encourage you to listen to their message and read their new book, *Fired Up or Burned Out*.

- Thomas Jansen, Professional Development Specialist, Boy Scouts of America

Our organization asked Michael and Jason to speak to our management team on their book *Fired Up or Burned Out*. The presentation was powerful. Most business leaders would agree that their employees are critical to the company's success. This presentation not only brought this point home, it showed why this is more than just finding the right people and the right number of people. It is about building an environment whereby each associate is fully engaged. From their analysis of the science behind human needs, to the benefits of intentional connections and the hidden danger of disconnection, to the larger value of servant leaders, this presentation spotlights how critical building a Fired Up environment is the success of an organization.

- Vickie Seeger, Chief Underwriting Officer, General Star Management Company and Genesis Insurance Company

On September 17, 2008, Wharton alumni had the privilege to hear Michael Lee Stallard, President and CEO of E Pluribus Partners discuss his book, *Fired Up or Burned Out*. The evening was truly inspirational. Michael's ability to connect and engage by providing real life stories and personal experiences spoke volumes in support of the work he has done in creating "connection cultures". Wanting to feel connected and engaged in the workforce is one thing but having the toolkit and support that Michael offers is quite another. Michael's discussion was truly compelling and informative and those present were fortunate to hear his message.

- Jennifer Gregoriou, Chair, Speaker Series, Wharton Club of New York

Today's world revolves around knowledge workers. Leaders can't just tell them what to do – leaders have to engage them. Michael shows us how! He provides great coaching on how to engage your workforce.

- Marshall Goldsmith, Executive Coach and Best-selling Author

This is a very big idea. While it's simple, it's not easy to do, but it's important. Hurry!

- Seth Godin, Best-selling Author of *Purple Cow*, *The Dip*, *Tribes* and others

“Must read: Michael Lee Stallard has written a manifesto called “The Connection Culture: A New Source of Competitive Advantage” that provides ...great insights for...business owners seeking to create a competitive advantage.”

- Guy Kawasaki, Venture Capitalist, Technology Marketing Guru and Bestselling Author

For those of us who write about business, every once in a while, a book or an article comes along that seems so simple on some levels yet communicates great wisdom. “The Connection Culture: A New Source of Competitive Advantage” is one such work. The author is Michael Lee Stallard. He describes his wife's battle against cancer at Memorial Sloan Kettering Institute in New York, but the broader point he makes (and one that is often overlooked) is that people need to feel a sense of personal connection to what they're doing in their jobs. Duh! you might say. But how many CEOs really understand this?

- William J. Holstein, Award-Winning Journalist, *The New York Times*

In our turbulent times, leaders who are searching for ways to develop the healthy work environment that releases the energy of their people, releases the human spirit, could not find more inspiring support than in this great new resource for leaders in all three sectors. *Fired Up or Burned Out* will be the indispensable leadership guide for leaders everywhere.

- Frances Hesselbein, Chairman, The Leader to Leader Institute

I was fortunate to have worked for 23 years at one of the most successful financial services firms in the world. The concepts in *Fired Up or Burned Out* reminded me of many of the reasons I think the firm was so consistently successful and why we enjoyed working there. In particular, the pride people felt at being part of the organization gave meaning to their work. In addition, because people always treated each other with respect there was a strong emotional commitment. This is a valuable book with very enduring ideas that have proven to be important to success.

- Joseph R. Zimmel, Former Partner and Managing Director, Goldman, Sachs & Co.

Fired Up or Burned Out is a very important book that needs to be read by senior, and more importantly, junior business people in this country and throughout the world.

The reason I think this book is so impressive is that it demonstrates an historic and universal understanding of what really makes things work and what causes them to die. Your references to so many historic, as well as contemporary people and events, weaving throughout all of the

narrative the same themes, is extremely impressive and simply suggests that the more things change, the more they remain the same.

I am completely convinced that your basic precepts will stand the test of time for many centuries to come, indeed, probably forever. The empowerment of the human spirit to act freely and to remove the limits of ones own imagination is what has created great societies, great corporations, and great cultures. This book shows each of us how to do that.

I plan to give it to everyone at my own firm, but also, to younger friends who show potential signs of leadership. *Fired Up or Burned Out* is an enthralling and impressive statement of how to get people to feel at their best while doing their job. The authors' overview of historical illustrations makes the case completely compelling. You all have done a great job of presenting a highly reachable and well-presented statement for us all to admire.

- Russell S. Reynolds, Jr., Founder and former CEO, Russell Reynolds Associates, Chairman, The RSR Search Group

Fired Up or Burned Out is a must read for any leader or anyone aspiring to be in a leadership role. Lessons drawn uniquely from acclaimed personalities of past become the foundation for strong leadership in tomorrow's world. There's no other book like it.

- Richard Murphy, President, The Greenwich Leadership Forum

Fired Up or Burned Out is a must read for anyone in a leadership role. Leadership can seem so complex and oftentimes confusing when in fact following "core principles" and "basic needs" of every individual will always guide a leader to the truth! E Pluribus Partners describes these principals and needs in an easy to remember model that should be displayed on every leader's desk. The model is beautifully explained and wonderfully illustrated by examples of great leaders throughout history in every walk of life.

This is a must read for any leader or anyone aspiring to be in a leadership role. Lessons drawn uniquely from acclaimed personalities of past become the foundation for strong leadership in tomorrow's world. There's no other book like it.

- Keith A. Vanderveen, Midwest Regional President, Wells Fargo Securities

This book offers extremely practical advice about how leaders of any type of institution can create and maintain an environment and workplace atmosphere where participants become energized and fully engaged. The "Connection Culture" explains how to motivate everyone to pull his/her own weight and work together to create a winning team. It seems to me that America's great institutions, such as General Electric, the U.S. Marine Corps, the New York Yankees, the University of Notre Dame, Goldman Sachs, and Davis Polk have been Connection Cultures for a long time and that their "connection" has clearly contributed to their consistent success over time.

- Hank Higdon, Chairman, Higdon Partners LLC

An inspiring and valuable guide for CEOs, business leaders, line managers and those first venturing into the business world. The insights provided through relevant and thoughtful anecdotes of both successful leaders and associated organizations serve as a strategic aid to anyone in a leadership role looking to empower each and every employee.

- Russ D. Gerson, Chief Executive Officer, The Gerson Group

Reading this book is like having a great conversation; new and interesting people join in along the way, adding their own personal and varied insights, and encouraging an increasingly smart and useful dialogue. Readers are compelled to emerge smarter, more thoughtful, and more energized and engaging with this book.

- Regina Fazio Maruca, former Senior Editor, *Harvard Business Review*, Coauthor *Your Leadership Legacy*

Stallard's strategy gives business owners the tools to energize and strengthen their employees. *Fired Up or Burned Out* is a must-read for leaders who are looking for new ways to inspire spirit in the workplace.

- Shep & Ian Murray, Co-Founders and CEOs of Vineyard Vines

Through fascinating stories, *Fired Up or Burned Out* convinced me of the power of connection, in life and in work. It helped me see what is missing in so many organizations. Just as important, I learned what to do about it.

- Marian Chapman Moore, Professor, Academic Director, Darden MBA for Executives, Darden Graduate School of Business, University of Virginia

Pragmatic...The soft stuff counts...[in *Fired Up or Burned Out*] it's impossible not to find some example that will make you rethink your own approach to other people in your working life.

- Michael Fitzgerald Columnist, *The New York Times* (BNet)

One of things I've learned is that for employees to stage engaging experiences for a company's customers, they have to be engaged themselves in that company and what it stands for...Michael Stallard will show you exactly how to ignite their passion.

- B. Joseph Pine II, co-author of *The Experience Economy* and *Authenticity*

Michael Stallard's case for connection at work is confirmed by social psychological research on the human "need to belong." People flourish--they get fired up rather than burned out---when connected in close, supportive, enduring relationships.

- David G. Myers, Hope College, author *The American Paradox*