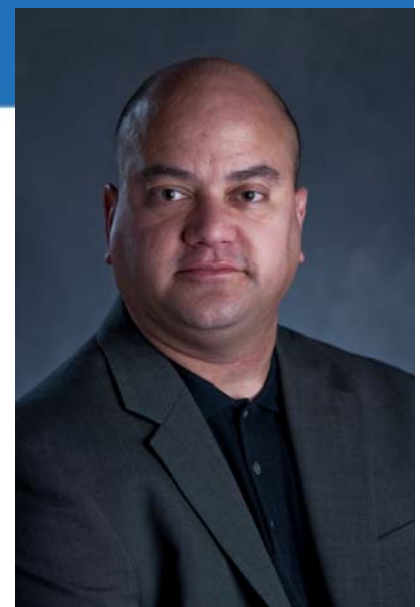




Aneil Mishra

Connects Leadership, Innovation and Trust

Aneil's passion is helping leaders and organizations foster innovation and lasting effective change by building trust within and across teams. Aneil is Professor and Director of Executive Education at Michigan State University. Aneil is a trainer and coach with Competing Values, a top innovation consulting firm.



MORE ABOUT ANEIL

Aneil is an internationally recognized and widely published thought leader, educator, and consultant in the areas of trust, leadership, organizational culture and change, and effective organizational downsizing. He has developed and taught executive programs in leadership and organizational development with a number of leading companies in fast-changing industries in the U.S., Turkey and South America. Some of the firms he has worked with include AREVA, Boehringer-Ingelheim, Coca-Cola Icecek, Deutsche Bank, Dow Corning, General Mills, SC Johnson, Oshkosh Truck Corporation, and Two Men and a Truck International.

Aneil is currently Professor and the Director of Executive Education at Michigan State University's School of Labor and Industrial Relations, and has served on the business school faculties of Duke University and Wake Forest University. He is a coach and trainer with Competing Values.

His research has been published in such top publications as *MIT Sloan Management Review*, *Human Resource Management*, and *Administrative Science Quarterly*. Scholars have cited him over 1000 times. Aneil is a member of the Academy of Management, and he serves on the editorial boards of several leading journals.

KEYNOTE PRESENTATIONS

Leading with Trust

This remains Aneil's enduringly popular keynote topic. He profiles several leaders who have achieved extraordinary results for themselves and their firms by building and sustaining the ROCC of Trust. The ROCC of Trust represents four fundamental ways in which individuals demonstrate to others that they are trustworthy and worthy of loyalty and commitment. Aneil discusses how trust is essential in both prosperous and challenging circumstances

Innovation and Trust

Aneil share how leaders can create the necessary personal flexibility and organizational adaptability for fostering lasting effectiveness through innovation. His focus is on how leaders can build trust using the Competing Values framework for lasting team cohesiveness and organizational collaboration so that resources for innovation can be deployed quickly and prudently.

Custom Presentations

Aneil's presentations can be tailored in content and length to the specific needs of your organization, industry, and event themes.

*"Based on his book *Trust Is Everything, Become the Leader Others Will Follow*, Aneil recently facilitated an executive leadership development session for my firm. Combining excellent content with masterful facilitation skills, feedback from the session was excellent! I would recommend Aneil to anyone who holds an undeterred belief, as I do, that organizations can only reach their performance potential when leadership is built solidly on a foundation of trust and respect. I find Aneil inspirational as a professional colleague."*

Duncan Ferguson, Senior Consultant, BPI group

To Arrange Your Speaking Engagement with Aneil Mishra:
Please contact Karen Mishra at 517-802-8702 or
lizmishra@gmail.com

WORLD EXPERT ON TRUST and LEADERSHIP

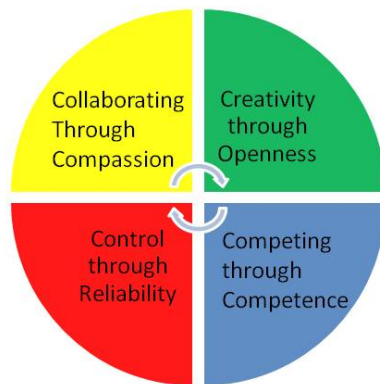


Aneil uses hands-on exercises to get participants involved and to learn by doing and encourages his participants to learn from each other as well. Based on his two decades of research on leadership and trust, as well as his corporate experience in human resources and manufacturing engineering, he brings research-based, field-tested tools to programs on how leaders can build trust to foster collabora-

tive and innovative cultures.

Aneil will help your organization enhance its *creativity, competitiveness, control, and collaboration* through the *ROCC of Trust*. By helping develop a culture of *Reliability, Openness, Competence and Compassion*, Aneil will help their organizations to maximize the potential of their human capital. Leaders will not only improve their personal capability, but also their organizations' capability for long-term performance improvement.

Integrating Competing Values and The ROCC of Trust



"Aneil was an excellent partner in developing on-boarding and team building exercises for 35 of our global HR new hires from around the world at Dow Corning Corporation. His exercises were based on building trust across personal styles and global cultures. These were highly successful and began a cross-cultural dialogue that would not have been as strong without Aneil's process, knowledge and expertise. Aneil is superb in front of a group and has fun with his audiences while speaking with great authority."

Kevin Burke, Director of HR
US Manufacturing & Hemlock Semiconductor Group at Dow Corning Corporation

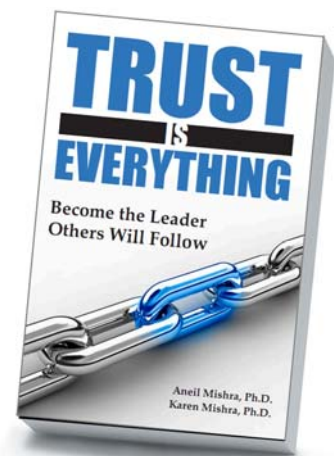
PARTIAL LIST OF CLIENTS

- AREVA
- Bio Merieux
- BPI Group
- Carolinas Healthcare
- Coca Cola Icecek
- Deutsche Bank
- Dow Corning
- General Mills
- Honeywell
- Oshkosh Truck
- Nissan

ADDITIONAL KEYNOTE PRESENTATIONS AND WORKSHOPS

Effective and Humane Downsizing is based on Aneil's more than two decades of research on and consulting with organizations undergoing downsizing. This program is designed to help firms go far beyond "doing more with less," by helping them develop management practices that can preserve the employee trust, empowerment, and commitment which are critical to improving the bottom line for both the short-term and long-term.

ANEIL'S RECENT BOOK



Trust is Everything: Become the Leader Others Will Follow

A guide to becoming a trustworthy leader. Stories about leaders who exhibit the ROCC of Trust: reliability, openness, competence, and compassion.