ALAN FOSTER
SPEAKER PROFILE

"If you need leadership advice, I strongly recommend calling Alan Foster."
--Atul Gawande
Author (Being Mortal, Checklist Manifesto), and Director of Ariadne Labs

Alan Foster is Principal at ghSMART, the renowned leadership advisory firm. Formerly head of predictive analytics and Employee Engagement at Bain & Company and co- author of *Wall Street Journal* bestseller: *Power Score: Your formula for leadership success* (Ballantine Books, 2015)

Impactful Topic

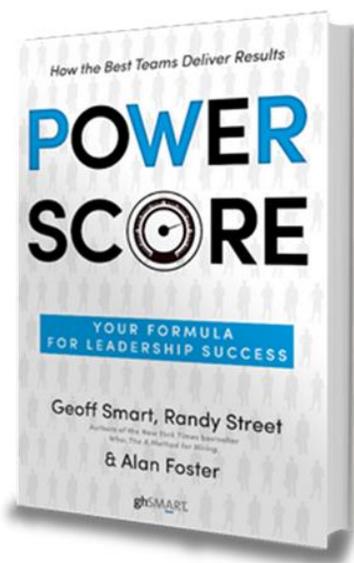Hiring leaders is "the most important aspect of business."
    --*The Wall Street Journal* book review of *Who* (October 29, 2008).
Great leaders are "the most valuable commodity."
    --*The Economist* ("The Search for Talent," October 7, 2006).

Speaking Topics

 ➢ Leadership, Hiring Leaders, Leadership Development, Talent Management
 ➢ *Who: The A Method for Hiring.*
 ➢ *Power Score: You formula for leadership success.*
 ➢ *Success vs. Happiness: 5 mistakes that smart people make.*

Target Audiences

CEO or investor conferences with attendees who strive to enjoy more career success, earn more money, and have more time. Corporate events whose purpose is to teach employees valuable leadership skills to increase their performance and grow the value of the company.

Useful, Impactful, High Energy Keynote Speeches (example)

Who: The <u>A</u> Method for Hiring

Alan solves every manager's #1 problem: making hiring mistakes.

The stories and advice in Alan's speeches draw from some of the most extensive research, interviews, and stories ever assembled on the topic of talent management.
1. What are the devastating costs of making hiring mistakes?
2. Why are most managers bad at hiring?
3. SCORECARD: How to create a blueprint of who to hire?
4. SOURCE: How to generate a flow of the best candidates?
5. SELECT: What to look for to pick the right one?
6. SELL: How to sell the ideal person on accepting a job at your company?

The session includes a significant amount of audience interaction including live demonstrations of the interview techniques, audience realtime Q&A, and simple "takeaway tools and templates" to help attendees maximize their company's financial performance and their own career success.

Travels From
New York City, (USA).

Acclaim for Alan Foster
- "If you need leadership advice, I strongly recommend calling Alan Foster. He's been integral to helping me build a complex health systems innovation laboratory that has grown to global impact." —Atul Gawande, Surgeon, Author (Being Mortal, Checklist Manifesto), and Director of Ariadne Labs.

- "I have absolutely no hesitation whatsoever about recommending Alan Foster for any serious corporate event involving considerations of leadership, change, recruiting, assessing and hiring top talent and rapid company growth. **He is outstanding**." Jean Hoffman, Chairman & CEO, Putney (EY Entrepreneur Of The Year™ 2014 Award winner)

- "You achieved a **98% Net Promoter Score** – the highest score of any guest lecturer we have ever had" - CHRO, Top 25 Best Place To Work company, USA.

- "Alan Foster and ghSMART's work represents the start to dramatically changing the way hiring is done in public education and more generally the public sector where change in hiring practices is much needed and can have an enormous impact on our kids in public schools." Graham Balch, Head of Talent Acquisition, Baltimore Public School

- "Once again we have had rave reviews from all our grantees for your session. Alan Foster was engaging and knocked it out of the park." - Carrie Braddock, Executive Director, Centerbridge Foundation.

- "Alan, well done. Both content and delivery were exceptionally good - and believe me we are not an easy audience to please. **This will result in significant and lasting change** in the way we do our work." - Jean Bonnavion, Partner, Palamon Capital Partners

- "Alan, I can't begin to tell you how grateful I am to have been able to spend time with you, learn from you, and experience all WHO had to offer." EVP, US Retail company.

- "Thanks again for your great presentation. **You spellbound the audience from beginning to end**. I strongly believe in your message" - Evert Akkerman, HR leader, XNL (Canada)

- "Our whole team found Alan incredibly valuable and really enjoyable" Greg Wasserman, Partner, Generation Investment Management

- "Alan was fantastic – what a great job! The feedback from our event has simply been glowing." Stephen Kearley, Founder and President, Benson Kearley IFG

- "This is **the best session I have ever been part of**. Thank you, Alan!" – CEO participant

Advance praise for Power Score: Your formula for leadership success

- "ghSMART is the world's top firm for helping leaders hire talented teams and run them at full power. Nothing is more important." -- **Marshall Goldsmith** recognized by Thinkers 50 as one of the Ten Most Influential Business Thinkers in the World. He is author of the New York Times bestsellers, MOJO and What Got You Here Won't Get You There.

- "Power Score offers practical and insightful advice that should be read by anyone leading today's workforce." -- **Maynard Webb** Chairman Yahoo!, former COO eBay, Author 'Rebooting Work: Transform How You Work in the Age of Entrepreneurship

- "Power Score is easily understandable process and tool that drives incredible organizational alignment and performance" -- **Matt Simoncini** President & CEO, Lear Corporation

- "Smart, Street & Foster have applied more than 20 years of research on leadership into a practical, systematic approach for getting results" -- **Frederick W. Smith** Chairman & CEO, FedEx Corporation

- "My entire team applied the principles of Power Score and have enjoyed explosive growth as a result. Even better, I am having more fun as a leader than ever before." -- **Jeff Booth** CEO & Founder, BuildDirect

- "My team used this approach and got more out of a one hour conversation than we did in any other strategic planning session we have ever done. " -- **Reggie Bicha** Executive Director of the Colorado Department of Human Services

- "Smart, Street, and Foster have done it again. With Who, they demystified the process of hiring A Players. Now, they have decoded how to become an A+ leader." -- **Panos Anastassiadis** Managing Partner of Global Cyber

Biography

Alan Foster is a leadership coach, consultant, author, and social entrepreneur whose mission is to help others take practical, proven steps to create a successful & fulfilling working life.

Alan Foster is a Principal at ghSMART. He serves leading Fortune 500 senior executives, private equity firms and non-profit leaders. His clients include Berkshire Partners, Centerbridge Partners, and many other leading organizations. Alan is co-author of the bestselling book, *Power Score – Your formula for leadership success.* The leadership book is based on ghSMART's analysis of over 10,000 executives (Ballantine Books, 2015). He leads ghSMART's executive learning practice.

Prior to joining ghSMART, Alan was a senior manager with Bain & Company in their New York and London offices. Over his twelve years at Bain, Alan worked in more than twenty industries that included financial services, consumer products, technology and private equity clients. He led teams that assisted clients in turning around operational performance, building high performance cultures, and evaluating major acquisitions. Alan also led projects to reinforce Bain's global culture of coaching and apprenticeship across 42 offices and redesigned their approach to employee engagement. He also enjoys working with a number of leading nonprofit organizations on strategic talent issues.

Alan graduated with honors in Economics from Cambridge University in UK and earned his MBA from INSEAD in France and his Masters in Applied Positive Psychology from the University of Pennsylvania. He lives in Brooklyn, New York with his wife and family.

Contact

To schedule a keynote speech by Alan Foster, please contact his Executive Assistant Beth Olenski. Thank you.

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