

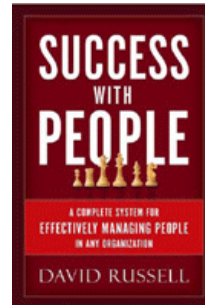
Available to Interview

David Russell
Author, Consultant, CEO
Success With People, Inc.
www.SuccessWithPeople.com

Contact David Russell: (415) 892-9580 // direct
david@successwithpeople.com

How to Survive a Really Bad Manager

David Russell, CEO, accomplished author of books *Success With People* and *40 Days to Success With People*; respected executive coach for Microsoft, Cisco and Intel partners.



David engages your audience with:

- Why incompetent people are promoted and what you can do about it.
- How to get the job of your dreams.
- How to advance your career ethically, professionally and FAST.
- Why money is not the primary reason you should leave your job.
- How to improve your relationship with your boss, even if he's a jerk.
- Why lawsuits become a weapon of choice by employees.
- Working too much? Learn an easy recipe to avoid employee burnout.
- How to make your manager a better leader in 15 minutes a day.
- Why employee turnover is not usually the employee's fault.
- Why you need a career path NOW.
- Why a promotion to management may actually be terrible for you.
- How to set and achieve goals that make you a winner.

David wants your audience to know:

- 82% of Americans don't like their job
Learn how to enjoy your work and improve your future
- 75% of workers are not fully engaged at work
Learn why the primary problem is management, not employees
- 50% of key employees will retire in the next 5 years
Learn how to take advantage of this shift in power
- Only 15% of workers can perform the top 30% of jobs
Learn how to position yourself for the best jobs
- 70 Million Gen "Y" employees are entering the workforce
Learn how to compete with these high maintenance, highly productive workers



Sample Questions for Dave

1. **#1 Problem:** What is the #1 problem facing employees today?
2. **Women Executives:** The National Association for Female Executives says there are only eight women serving as chief executives of America's 500 biggest companies. Who is a better leader, a woman or a man?
3. **Big Mistakes:** What are the biggest mistakes managers make with employees?
4. **Employee Turnover:** Why do some people stay forever in one job and others hop around their entire lives?
5. **Bad Managers:** Why do they exist? Who promoted them? Will they stay forever?
6. **Talent War:** Is there a talent war going on and if so, what's that mean for me as an employee?
7. **Employee Lawsuits:** Why do employees think lawsuits are their only recourse at times? Why do they win?
8. **Never Make It:** Are there some people who will just never be great managers? Why?
9. **Time For Rest:** Why do employees need time to rest and reflect? Isn't that impossible in today's business world?
10. **System vs. Ideas:** Why systems rather than just ideas help your manager give you the support you need for success.
11. **Goals:** The 10th Desired Result of the *Success With People* system is *Goals That Work*. I work really hard. I know what I am supposed to do. Why are goals so important?
12. **Compensation:** Why being paid on results is better than high salaries.
13. **What About Me?** Can your *Success With People* system help me as much as it can help my management?
14. **Hiring:** What are the key red flags that should make you run from an employment offer, no matter how much money they're talking about?
15. **Employee Retention:** Some managers are frustrated because they hire people and invest thousands of dollars to train them, and then the employees quit to go work for a competitor. When is it OK to leave?
16. **First Day:** What should you expect on your first day on the job?



Testimonials

"I have to tell you your session was the best attended session of the conference. **YOU** were the talk of the show. Let's face it. It was standing room only and a room twice the size would not have held everyone!"

Steve Harper, President
[NMGJ](#)
Hutchinson, Kansas

"The presenter (David Russell) did a really great job, and the room was packed in spite of being the last hour of the day."

"... (his) explanation/costs/summary approach is very effective. I took over 2 pages of notes in the first 30 minutes. ... personal stories were very enlightening."

"...best session so far..." "Excellent Session" "Great session..." "Great speaker..." "Loved this session..."

*Comments from attendees
Microsoft Worldwide Partner Conference
July 10-12, 2006*

"The highlight of the conference was Russell's keynote address to the membership.

"Russell put all of the members through an insight program. Members filled out a questionnaire and got a package on their entire make-up -- their strengths and weaknesses and how you relate to someone who is not like you. The membership said they were going to take this program and bring it to the balance of its own employee base."

*Rick Reid, President
TechSelect Canada
Calgary, Alberta, Canada*

"I've attended many business improvement seminars in the past, but usually as soon as I leave the session I'm back in the fast moving water, and rarely get to remember, never mind implement, any of the ideas that were presented. I find that the monthly CDs are a great way to reinforce the concepts and to give me the extra push to act on them. ...I'm glad you pushed me to get on with the program. It's been very handy to organize and motivate my team!"

*Carlos Paz-Soldan, President
[Tenet Computer Group](#)
Toronto, Ontario, Canada*



"I first learned about Success with People from attending the recently concluded Microsoft Partner Conference. I was quite impressed with the no nonsense talk of David Russell and promptly subscribed to the Success With People Club. It is a most valuable tool for a small business such as mine. The monthly leadership CD and "e-consultation" for people management issues are a **great value for the money**. These are resources that I would not otherwise be able to afford."

Juan Chua, President
[Nexus Technologies](#)
Philippines

"I feel that people are so busy with the day-to-day; they forget to step back and took a look at their business. **This (Monthly Leadership) CD reminded me of a couple of basic things we need to accomplish at NetGain Technologies.** Otherwise, I might have overlooked them for some time. It contained data that leaders should be reminded of and how they should start now in order to lead their people."

Mark Jacobson, President
[NetGain Technologies](#)
Lexington, Kentucky

"There are number of great management books explaining the best practices for Human Resources. David's one-hour "how-to" seminar was able to accelerated positive HR changes in our company. Let's face it: for a consulting company like ours, a human capitol is by far the most important asset and the *Success With People Club*, was for us, the next logical step. **It is like having a meeting with your personal coach every month.** Without hesitation, I would recommend the *Success With People Club* to anyone considering managing people."

Greg Koniecek, President
[Sidler Clarke](#)
Mississauga, Ontario, Canada

"I've found the material is exactly what a small business owner needs. It provides practical advice that can be implemented in a stepwise fashion, facilitating iterative improvements that **steadily move me and my organization toward our goal of becoming a great organization.**"

David Romig, President
[The Computer Solution Company](#)
Midlothian, Virginia



Biography - David Russell



David is a 30 year business veteran, author of *Success With People* and *40 Days to Success With People*, coach, professional speaker and visionary entrepreneur. Companies like Microsoft, Cisco, Intel and their channel partners are turning to David and his team to improve the way they hire, manage, develop and retain top talent.

His *Success With People* system is a 12-step program to help leaders overcome their addiction to poor management habits. The result is leaders save time, better focus on key priorities, and increase revenues through more fully engaging employees. David is a professional speaker at events for industry leaders such as Microsoft, Tech Data, and Catalyst Telecom. David has been published in many magazines, including *VARBusiness* and *IHRIM Link* (Int'l Association of Human Resource Information Management).

About Success With People

Success With People, Inc. offers coaching, consulting, assessments and services focused on helping entrepreneurs, managers and executives build stronger, more productive relationships with employees. The result is increased opportunity for company growth and profits.

Current clients include partners of Microsoft, Cisco, Intel, Tech Data, Catalyst Telecom and over 100 high-tech solution providers.

The *Success With People Club* offers custom-produced monthly Leadership Coaching CD's and on-call help for people to become more effective leaders. In the first quarter of 2008 the company will introduce MANAGEtoWIN™, an employee performance management and HRIS solution designed specifically for companies wishing to engage their employees more effectively.