

Joseph Grenny

President & COO of VitalSmarts and Business Results Expert

Knowing the challenges facing your organization is a good first step, but what about the crucial, difficult, and not-always-obvious next steps of overcoming these challenges? Joseph Grenny knows how to determine these next steps, and he applies his extensive research and insights into the inner-workings of organizations to provide surprising and refreshing solutions. His customized, highly interactive presentations help audiences diagnose their own organizational ills, and he provides the skills and tools that can get team members communicating, proactively changing their behavior, and working to improve their lives at work and the lives of their organizations. A passionate, optimistic, and eye-opening speaker, Joseph Grenny not only shines a light on the pitfalls facing business, he shines a light on the motivations, structures, and institutional traditions that give an organization its peculiar character. And when the pitfalls are out in the open, the next steps become much easier.

The Power to Change Anything. Over the past twenty years, Grenny has taught and advised more than one hundred thousand leaders on every major continent from the boardrooms of Fortune 500 companies to the slums of Nairobi, Kenya. He has advised CEOs and senior executives on more than a dozen major change initiatives--receiving credit from Lockheed Martin Aeronautics' president as a key factor in helping the organization win the \$200 billion Joint Strike Fighter program. An expert in topics ranging from influence and leadership to organizational change and effectiveness, Joseph has been cited in dozens of newspapers including the *New York Times*, *Los Angeles Times*, *Washington Post*, and the *Wall Street Journal*. He has also appeared on more than one hundred radio and television programs including ABC News, CNN, Bloomberg, CNBC, and the *Today Show*.

Tools for Succeeding When the Stakes are High. Along with his team at VitalSmarts, Grenny is coauthor of three *New York Times* bestsellers. His most recent work, *Influencer: The Power to Change Anything*, has been hailed as "powerful," "empowering," and "an instant classic" by CEOs, renowned business gurus, and even a Nobel Peace Prize Winner. Grenny and his team's previous book, *Crucial Confrontations: Tools for Resolving Broken Promises, Violated Expectations, and Bad Behavior*, encourage associates, leaders, and team members to have the complex and often-difficult conversations that will make a difference immediately in their organizations.

More About Joseph Grenny. Formerly, Grenny was cofounder and president of California Computer Corporation. And in 2007, he and his coauthors were named Ernst & Young Entrepreneurs of the Year for their work in founding and leading VitalSmarts, a leader in corporate training and organizational development. VitalSmarts has helped more than three hundred of the Fortune 500 realize significant results using a proven method for driving rapid, sustainable, and measurable change in behaviors. Named the 2008 Business of the Year by The Association of Learning Providers, VitalSmarts has also been ranked four times by Inc. magazine as one of the fastest growing companies in America and has taught two million people worldwide.