

Stewart Liff

President and CEO of Stewart Liff & Associates, Inc.

Stewart Liff is an internationally-recognized expert on performance management, visual performance management, human resources management (HRM), and team development, and is the president and CEO of Stewart Liff & Associates, Inc., a California-based human resources consulting company specializing in management training, consulting, and motivational speaking.

He is recognized as one of the world's foremost proponents of using visual displays to connect employees to the mission and for sharing performance information with the workforce. He shares his expertise as a successful executive coach and teacher, sought-after advisor and consultant, renowned keynote speaker, and as an accomplished author of seven award-winning books.

Stewart has held many high-level and senior executive positions throughout his 32-year career with the Federal government. He has taken on some of the toughest organization transformations in the federal government and delivered results. He started Stewart Liff & Associates, Inc., to pursue his passion to share his unique approach to performance management, which combines the visual arts with performance management called visual performance management, to help organizations design and implement extraordinary human resource management (HRM) programs, and to develop high-performing, self-managed teams.

In addition to serving as a senior executive for 12 years, he managed a national HRM program representing 13,000 employees and successfully represented the government in approximately 30 hearings before third parties. During his tenure with the government, he led several impressive transformation efforts and his innovative approach to management has produced extraordinary outcomes and multiple awards, for his organization and other organizations he worked with, including the first "Hammer Award" from Vice President Gore for reinventing government, "The President's Council on Management Improvement Award," "The Presidential Rank Award for Meritorious Service," and OPM's prestigious "Performance Incentives Leadership Linked to Achieving Results (PILLAR) Award". His work has also been featured in several other highly-regarded books and publications, including *Teams Work: Lessons from Successful Organizations*, written by Will Friedman and Jill Casner-Lotto, *Millennial Momentum: How a New Generation Is Remaking America*, written by Morley Winograd and Michael D. Hais, as well as ASTD's *the Public Manager*, *Government Executive Magazine*, and *VA's Vanguard Magazine*.

Stewart has written or co-written seven acclaimed books on HRM, including *Managing Government Employees: How to Motivate Them, Deal with Difficult Issues and Achieve Tangible Results*, which is widely considered to be the best book ever written on managing in government, *Managing Your Government Career: How to Arrive, Survive and Thrive*, *The Complete Guide to Hiring and Firing a Government Employee*, and *Improving the Performance of Government Employees*. Stewart's latest book, *A Team of Leaders: Empowering Every Member to Take Ownership, Demonstrate Initiative, and Deliver Results*, co-authored with Paul Gustavson, describes how to build high performing, self-managed teams. It was named one of the "30 Best Business Books of 2014" by Soundview Executive Book Summaries and was named the "Leadership Book of the Week" by *The Washington Post*. He has published many articles in the United States and in several other countries. He writes a column for www.OhMyGov.com entitled, "Stewart Liff on Government," he is a columnist for *Government Executive*, and he's a member of the Mentors Guild.

A highly sought-after keynote speaker, Stewart Liff has given many speeches about visual performance management, human resources management (HRM), how to build a team of leaders, and how to rebound from multiple tragedies and health-related issues at a variety of different meetings, conferences, and events, including The US Office of Personnel Management's Strategic Compensation Conference, the American Society of Public Administrators Convention, The Honolulu Federal Executive Board's Legacy of Leadership Conference, The Advanced Learning Institute's Performance Measurement for Government Conference, The Work in America Institute's Annual Conference, The University of North Texas' Organizational Effectiveness through Collaborative Excellence Conference, The Excellence in Government Conference, *The Greg Mantell Show*, The Criminal Justice Coordinating Council's (CJCC) Annual Victim Assistance Training Conference, and The Governor of Georgia's Conference on Customer Satisfaction. Most recently, he has given keynote speeches at the Government HR Conference in Abu Dhabi, the BYU Marriott School of Business Conference in Provo, and at the College of the Canyons. In addition, Liff recently gave a motivational speech at the University of Southern California's Keck School of Medicine on his experiences as a cancer caregiver and survivor. That speech was so well received that he was invited back next year to speak at their prestigious Choi Family Gala. He is also working on writing a new book about those experiences.

Stewart has taught many classes on HRM, and his expertise includes performance management, employee relations, labor relations, Equal Employment Opportunity (EEO), staffing, training, rewards and recognition, metrics, systems design, strategic planning, and succession planning.

A talented artist, he earned a bachelor's degree in fine arts from Queens College and a master's degree in fine arts from Hunter College. He currently resides in Santa Clarita, California with his wife Lisa.

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