



### BIOGRAPHY

### MURRAY HIEBERT

From Calgary Canada, Murray leads and has alliances with worldwide consulting organizations specializing in leadership development and organizational effectiveness. With clients ranging from Fortune 500 companies through not-for-profit agencies to small entrepreneurial organizations, Murray’s proven specialty is leadership and professional results—leadership development; change leadership, developing professionals and world-class internal consulting groups; coaching, and strategy development.

Murray is a consulting partner with David Ulrich—ranked as #1 management educator and guru by *Business Week* in 2001—and Norm Smallwood’s RBL Group. With them he has worked with Human Resource projects in Canada, USA, Europe, India, Mexico, Australia and Southeast Asia.

Murray’s experience in a multinational company included positions as technical training advisor, senior management development advisor, organizational effectiveness consultant and human resources manager. Experienced in both internal and external consulting, he has worked in Canada, the USA and worldwide; from the Arctic Circle to Brazil and across the Atlantic and Pacific oceans.



Murray has managed numerous projects from establishing and growing worldwide workshop businesses, book projects, dozens of leadership development projects, and 100s of organizational consultations from change to strategy. He is past-president of one of the largest condominium boards in Calgary.

He has presented widely on the topics of business partnering skills/internal consulting, professional productivity and leadership at conferences all over North America; including ASTD (American Society for Training and Development), Association of Internal Management Consultants, Human Resources Professional Associations, Linkage Inc.’s Consulting Skills Institute and the International Association of Business Communicators.

Murray’s publications include:

- *Powerful Professionals: Leveraging Your Expertise with Your Clients*, 3<sup>rd</sup> edition, with accompanying customizable Application Workbooks; designed as a ‘how-to’ book for knowledge workers, including engineers, systems analysts, human resource professionals. Now in its third edition, the book is most readily available from the publisher at [www.Trafford.com](http://www.Trafford.com).
- A world-class business partnering/consulting skills workshop, presented to over 15,000 participants worldwide, available in English, French, German and Spanish, and selected as a pre-conference workshop for the Association of Internal Management Consultants (AIMC). Its 360 feedback survey results have provided the world’s largest database of over 60,000 surveys on high performance skills of professionals—as seen by their own customers.
- *The Encyclopedia of Leadership*, published by McGraw-Hill Business Books, New York. Co-authored with Bruce Klatt, it is designed to provide modern, busy leaders with practical help in 15 minutes or less, it includes over 125 classical and modern leadership tools, each summarized in a few pages, including application worksheets. Unique leadership development “workshoplets™” designed for *very busy* leaders are available worldwide through [TrainingMade.com](http://TrainingMade.com) and The RBL Group

- Numerous articles in scientific journals, professional newsmagazines, leadership magazines, international human resource development journals—*Executive Excellence*, *The Wall Street Journal* and the *AIMC Forum*. His work has twice been selected for the American Society for Training and Development “*The Best of ...*” series.

As a consultant, Murray was part of a worldwide team to assist very senior managers in one of the world’s largest financial organizations with a cultural change. He consulted in New York, Dallas, Singapore, Hong Kong, and Tokyo.

Murray has a Masters degree in Science and a diploma in Chemical Engineering. Eilish, his business and life partner, is an experienced writer, editor, author of *How Green Was My Ireland?*, and has worked extensively in cross-cultural, overseas and community development. They have two adult sons, one an Economist with the European Central Bank in Germany, and the other working in Geographic Information Systems with GE based in Montreal and Cambridge.

Visit Murray’s website is [www.Powerful2Lead.com](http://www.Powerful2Lead.com)