



# Wally Hauck PhD, CSP

Teaching Leaders at Every Level to  
Create Engaged Employees

*“The greater waste in America is failure to  
use the abilities of people.”*

W. EDWARDS DEMING

## KEYNOTES AND SEMINARS

Wally Hauck holds a doctorate in organizational leadership from Warren National University, a Master of Business Administration in finance from Iona College, and a bachelor's degree in philosophy from the University of Pennsylvania. He is a Certified Speaking Professional and for 15 years his consulting firm, Optimum Leadership, has consulted with dozens of organizations and coached hundreds of individuals in improving leadership skills to boost employee engagement and performance. CSP is conferred throughout the International Federation for Professional Speakers only on those who have earned it by meeting strict criteria.

Wally is passionately obsessed with eliminating the current performance appraisal process because it creates long lasting dysfunctions and damage to trust, performance, motivation, engagement, and relationships.

In 1983, while reading the book *The Turning Point* by Frijof Capra, Wally realized he had been taught flawed thinking his entire life. The world of systems thinking and chaos theory resonated and he made a decision to never go back. From that day forward he vowed to share the insights with leaders who can help make the greatest difference in the world.

### **THE ART OF LEADING: 3 Strategies for Optimum Productivity and Accountability**

— Are you constantly feeling stressed because you have to do more with less? Learn how to create a high level of accountability, avoid wasted time and help all employees be more productive.

### **GETTING SERIOUS ABOUT EMPLOYEE ENGAGEMENT: Strategies to Optimize Talent and Performance Management**

— High levels of employee engagement correlate to creativity and improved business outcomes. Learn the Five Factors that optimize employee engagement.

### **EMPLOYEE PERFORMANCE THE CPIP WAY: A Checklist Method to Win the Hearts and Minds of Employees**

— Are you frustrated with your performance appraisals? Learn how to replace performance appraisals with a New Ground Breaking process called the Complete Performance Improvement Process (CPIP) — Improve motivation, morale, problem solving, productivity, quality, accountability, and leadership competencies all in one.

### **TEAM PROBLEM SOLVING: The Six Thinking Hats (by Edward DeBono)**

— Innovation is critical and also hard to predict. Unless of course you use the Six Thinking Hats process by Edward DeBono. This predictable creative process creates astonishing results with fun and excitement.

### **“MEETINGS CAN KILL” (time): “Waste-Free” Meetings for Leaders**

— Wasted management time does not show up on a P&L statement yet it is real and expensive. Learn the factors that optimize everyone's time, create commitment to decisions, and generate increased innovation in meetings.

# Partial List of Clients

**Aetna**

**Cigna**

**Sheraton Hotels**

**American Express**

**Harley-Davidson**

**People's Bank**

**GTE**

**Bayer Pharmaceuticals**

**American Red Cross**

**Columbia Artist  
Management**

**State of Connecticut**

**State of Delaware**

**BIC**

**Pitney Bowes**

# Wally Hauck



## What do clients say?

*"Everyone truly appreciated and enjoyed your presentation and facilitation style. The process was engaging from start to finish. What I thought was an even greater indicator of the value of your program was that several individuals commented they appreciated being given "nuts and bolts" ideas and tools they could apply immediately."*

**Lisa J. Marks CEO American Red Cross, Greater Grand Rapids**

*"Your facilitation skills enabled us to generate a great deal of enthusiasm for a new strategic plan...and we are still moving forward with its implementation with the same level of enthusiasm...that you helped us develop over 10 months ago."*

**David R. Kennedy, President and CEO United Way of Norwalk and Wilton**

*"We can honestly say that your model has helped us to be more effective, more profitable and more productive with each other and with our customers."*

**Tim McCann, Vice President Identification Products**

*"The system worked so well for us that when we found ourselves in the position to merge with another chapter, I knew we could use it to ensure a smooth transition of staff and operations, and that is exactly what happened."*

**Dianne Auger CEO American Red Cross Mid-Fairfield County Chapter**

*"First and foremost I have become a convert to your general approach to business improvement — managing and understanding people problems and doing first things first. Initially, I was a reluctant participant at what had to be my umpteenth strategic planning session, but your facilitation style and methodology aligned a difficult group around priorities."*

**Merle Berke-Schlessel, President and CEO United Way of Eastern Fairfield County**

*"Your most recent presentation on Performance Review to our Statewide Training Advisory Network of Delaware was most interesting and compelling and led to some lively and thought provoking discussions."*

**Cynthia S. Fauerbach, Manager Statewide Training and Organization Development, State of Delaware**

