

Michael C. Hyter

Speaker Profile

BUILDING THE CAPACITY OF INDIVIDUALS AND ORGANIZATIONS WORLDWIDE



Michael C. Hyter is an author, a noted diversity, inclusion, and talent management leader, and President and CEO of Novations Group, Inc.

MEET MIKE



Michael C. Hyter is a highly-sought after speaker and facilitator whose areas of expertise include diversity and inclusion theory and practice, managing and mobilizing large business units, and harnessing and sustaining employee engagement. An experienced executive with a pragmatic and supportive approach to employee development and performance, Mike is an ideal choice for keynote speaker at your next event, from large-scale conferences and meetings to executive retreats.

Approach

In the sensitive and charged areas of diversity and inclusion and employee development, Mike offers a no-blame, no-judgment atmosphere in which the focus is unlocking the potential of all employees, in ways that are standards-oriented, measurable, and based on a proven approach to talent development.

The value of a Michael Hyter presentation is evident as Mike connects with executives and sparks their creative thinking around their most pressing people issues—returning them to their roles as idea and opinion leaders, rather than being lost in the details of implementation. A Michael Hyter session is lively and inclusive, and delivers context for large-scale corporate changes, giving C-suite leaders and directors of diversity, inclusion, HR, and training and development a jumping-off point for cascading out expectations to hundreds or thousands of people. Session participants will emerge with a concrete list of to-dos and the motivation to execute them.

Mike's enterprise experience with operationalizing diversity and inclusion practices and seeking hard ROI from those activities make him an excellent choice to inspire and educate the professionals attending your next event.

Presentation Options

Make a memorable Mike Hyter experience unforgettable when you add skits or vignettes from the *Novations Players*. Your audience will enjoy not only Mike's interactive approach, which features anecdotes, research, humor, and analogy, but seeing the concepts and situations he talks about literally come to life on stage.

Experience

Mike currently holds the reigns of leading talent development firm Novations Group, Inc., as President and CEO. Under Mike's guidance, Novations has carved out a unique position in the training and development world, focusing on talent development as driven by diversity and inclusion principles. Novations' unique approach enables organizations to get the highest performance from the most people, in other words "to do more with more."

Prior to joining Novations, Mike held a wide range of human resources and leadership positions at the Dayton Hudson Corporation. In 1992, he became vice president of Community, Government Affairs and Public Relations for 63 Dayton's, Hudson's, and Marshall Field's stores.

He attributes the turning point in his professional development to his participation in a leadership development program delivered by J. Howard & Associates. Exposure to the *Efficacy* principles, he attests, was paramount to his career acceleration. "That event made me understand more fully that development is a learnable process and how to be responsible for taking on incremental challenges and risks in my own career."

He was so impacted by the *Efficacy* principles that in 1996 Mike joined J. Howard & Associates. He was attracted to the organization because of its mission of developing talent and helping organizations increase the yield of their employees. In 1999, he was promoted to a managing director role and in 2001 was named President & CEO of J. Howard & Associates. Mike went on to become President and COO of Novations Group, Inc. (the parent company of J. Howard & Associates) and in 2006 became its President and CEO.

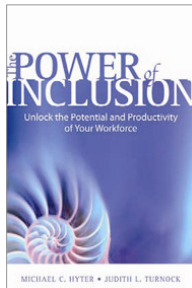
Throughout his career, Mike's work with executives in Fortune 1000 companies has resulted in organization-wide initiatives that have enhanced the business objectives of those organizations. He has also helped them expand that work into their subsidiaries in Europe and Latin America. This work has been enhanced by the belief that one of the most effective ways to impact an organization's bottom line is by growing and developing the talent within the organization.

Mike has published articles in *2004 Handbook of Business Strategy*, *Director's Monthly*, *Profiles in Diversity Journal*, and *Inc.* He is also co-author of *The Power of Inclusion: Unlock the Potential and Productivity of Your Workforce*, published by Wiley in 2005.

Mike serves on the board of the Executive Leadership Council and the Citi Performing Arts Center (formerly the Wang Center) in Boston.

SELECT PUBLICATIONS

Books



Hyter, Michael C., Turnock, Judith L. *The Power of Inclusion: Unlock the Potential and Productivity of Your Workforce*. Wiley, 2005.

This book lays out a pragmatic framework for eliminating the widespread waste of human capital in many corporations: develop the capabilities of all employees. Concrete strategies, developed over years of experience as corporate consultants, provide a clear path to inclusive organizational policies and procedures, strategic leadership, and managerial practices. Read more at www.powerofinclusion.com. Discussion guide available.

Articles & White Papers

From Inclusion to High Performance (with Maureen Giovannini, PhD)

10 Elements for Creating a World-Class Corporate Diversity and Inclusion Program

The Hard Side of Diversity and Inclusion: How Effective Managers Drive Better Business Results

Meritocracy: Responding to the Myth

Contact Information

Please contact speakers@novations.com for information on availability, fees, proof of performance, and special requests like *Novations Players* sessions.

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