

LARRY STYBEL



Larry Stybel specializes in “leadership change when the stakes are high.”

Talks/Workshops:

- ➔ Only a Fool Would Join a Board and Here's How to Do It: creating board options for your career.
- ➔ Do Boards Really Make a Difference: a look at the relationship between corporate governance and shareholder value.
- ➔ How to Manage Your Enemies: a relationship management diagnostic tool for those who work in scientific or medical systems.
- ➔ How Newly Hired/Newly Promoted Leaders Can Create Platforms of Success.
- ➔ The Role of the Board in Fostering a Continuous Improvement Culture.
- ➔ The Future of Leadership in the First 25 Years of the 21st Century.
- ➔ Talent Management Options at the Board of Director Level.
- ➔ When Compensation Committees of Boards of Directors Transform into Compensation and Succession Planning Committees: implications for Boards, CEOs, and Chief HR Officers.

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SAMPLE CONFERENCE VENUES

Association of Career Professionals International
Australian Health Care Professionals Change Champions National Convention
Blue Cross Blue Shield Association of America
CEO Place
Dalian Institute of Technology (People's Republic of China)
Financial Executives International
Harvard University Graduate School of Business
Manufacturers' Alliance/MAPI
MIT Sloan School of Management
National Association of Corporate Directors
National Association of Independent Schools
Northeast Retirement Services Trust Product Administration Convention
Retirement Income Investment Association
Tax Executives' Institute

BOARD OF DIRECTOR EDUCATIONAL PROGRAMS

Delta Dental of Massachusetts
Circor (NYSE:CIR)
Massachusetts Association of Health Plans
Research Frontiers (NASDAQ:REFR)

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Founded in 1979, Stybel Peabody & Associates, Inc. specializes in leadership change when the stakes are high:

- ➔ Improving Leader relationship management effectiveness in current roles while positioning them for advancement with our unique Board-oriented perspective.
- ➔ A systems approach to new leadership change that integrates classic retained search with The Platform for Success.™ This approach to leadership change has been profiled in BUSINESS WEEK and THE WALL STREET JOURNAL. Clients include Fortune 500 companies.
- ➔ New beginnings in Leaders' professional lives upon completion of current assignments.

Articles by or about Larry have appeared in BUSINESS WEEK, CNN, CALIFORNIA MANAGEMENT REVIEW, DIRECTORSHIP, FORBES, FORTUNE, HARVARD BUSINESS REVIEW, MIT SLOAN MANAGEMENT REVIEW, NEW YORK TIMES, and the WALL STREET JOURNAL.

His clients include leading organizations in financial services, health care, high tech, higher education, life sciences, manufacturing, and professional services.

Larry's Board of Director experience includes two software companies serving the needs of companies to have more effective talent management. He has been on the Board of Directors of COMPENSATION & BENEFITS JOURNAL and was a columnist in that magazine. Larry was a member of the Board of Directors of the New England Chapter of the National Association of Corporate Directors. He was President of the Boston Human Resource Association and on the Board of Directors of the National Human Resource Association. Larry was previously an executive compensation consultant for Hay Associates Management Consultants.

He has two websites. Google ranks Boardoptions.com #1 on the Internet for Board of Director Talent. Google ranks stybelpeabody.com #1 on the Internet for Senior Executive Career Management.

Larry received his doctorate at Harvard University in the area of organization behavior. He studied under Chris Argyris. He is a former actor and member of Actors' Equity. Larry appeared Off Broadway and at Theater Three in Dallas. He is the winner of the U.S. Army Best Actor Award for his portrayal of a 70 year old

British General-turned hippie when he was actually a 24 year old Spec-1. Larry is married and has one daughter. The family lives on a lake 20 miles West of Boston, Massachusetts.

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