

Glenn Llopis - Founder / CEO "Workplace Innovator"

Immigrant perspective. Latin passion. Entrepreneurial spirit. Circular vision. Generous purpose. Historic promise. Glenn Llopis' Hispanic roots have given him a strong ground on which to stand and from which to launch an entrepreneurial and corporate career that spans two decades, regular sales records, and advice to giants in the food & beverage industry like Frito-Lay, ConAgra Foods, Costco, Safeway, Kroger, Kraft Foods, PepsiCo, Wal-Mart and many others.

As founder and current head of the Center for Hispanic Leadership (CHL), (<http://www.centerforhispanicleadership.com>) and the Center for Innovation & Humanity (CIH), (<http://www.innovationhumanity.org>), Glenn explores ways in which the new world of work can be made to serve employees, corporate profits, and all of humanity. Glenn spreads his message of workplace innovation, ethical behavior, and empowerment of all employees through keynote speeches, seminars, workshops, and his book, *Earning Serendipity: 4 Skills for Creating and Sustaining Good Fortune in Your Work*. He's has worked with American Express, IBM, Aetna, Credit Suisse, Union Bank, Morgan Stanley and other Fortune 500 companies to help empower their employees to take entrepreneurial ownership of their careers and propel their companies forward.

Glenn is also showing the way for a new generation of Hispanic leaders to change the culture from a victim orientation to success-oriented, transformational change putting the power of diversity to work for a positive future. To start turning around society, Glenn believes, you first have to turn around people.

How will the workplace evolve in the next few years and decade? How will the various generations of employees learn to co-operate, work together, and make the workplace of the 21st century productive and innovative? How will organizations embrace diversity and make use of the talents of all their employees? Glenn has a vision of the workplace of the future that embraces change, diversity, and success and shows corporate America how to continue to grow in a fast-changing marketplace with fickle customers and an uncertain economy.

Real Solutions for Real Problems

Glenn works with employees to become entrepreneurs *within* their organizations. The workplace has enormous need of employees who can give more than a certain number of hours per week, rather giving of their imagination, their innovative genius, their passion for the work. Finding employees who can do that and can embrace an uncertain future is key for America's – and the world's – economic success going forward.

He also believes that the kinds of transformations that begin in the workplace with an ethical, innovative vision of the future can help lift people of all kinds and in all places.

Glenn offers insightful, high-energy commentary on current news with his unique perspective, passion, entrepreneurial experience, and vision. He focuses on workplace, leadership, and entrepreneurial/intrapreneurial issues. For example, what does the entrepreneur have to say building trust, empowerment and transparency in the workplace? Or, how does Glenn's Latin passion inform the epidemic of employee dissatisfaction in the workplace? Or his immigrant perspective and the advancement of women in the workplace?

Glenn has provocative, authoritative things to say about many workplace issues including generational conflict, the economy, the war for talent, entrepreneurial concerns, environmental issues, multi-national issues, diversity and inclusion, and the uncertainty about future.

At the heart of Glenn's vision for the future of the workplace and society is the four essential "Opportunity Mastery Skills" from his book, *Earning Serendipity*:

Seeing with circular vision: Broaden your observation beyond what you seek and beyond the obvious details before you, and enlarge your field of opportunities; search within conversations and adverse circumstances for possibilities.

Sowing entrepreneurial seeds: When good vision is met with consistent, hand-dirtying execution every day, the result is a stable, growing fortune; focus on proper timing and proper depth.

Growing seeds with the greatest potential: Learn how to recognize the most promising opportunities and give them the right amount of attention; don't let the best opportunities wilt and don't waste energy on opportunities with limited potential.

Sharing the harvest: Focus on meeting others' needs to improve personal good fortune; make generosity part of your purpose, an integral part of the DNA of your career or company.

Glenn believes that:

In Business:

People need to start adopting a greater entrepreneurial mindset, because of the palpable uncertainty many feel about their economic security

People need to start having passion for their careers, jobs – life is too short for anything else

In Society:

People need to start helping others – the need is great and time is short

People need to start creating their own opportunities rather than waiting for someone else to provide for them

People need to start embracing diversity, because we need all of us to find the solutions to our challenges

For most organizations to innovate and create real opportunities for change requires a big cultural shift – and Glenn speaks to that. Glenn works to bring opportunity to people who feel trapped and stuck, to help people to work together, from all levels of the organization, because fundamental problems are the same regardless of whether they're in the upper echelons or the lower.

Among the topics that Glenn covers are:

Business issues:

Thriving in a Brave New Workplace

Women in the workplace

Hispanics in the workplace

Reinvention in order to stay relevant

Earning serendipity on the Internet

The job market, where's it headed

Turnaround people before turning around companies

Be entrepreneurial without being an entrepreneur



Societal issues:

Advancement of women in leadership

Social responsibility

Hispanic leadership

Diversity as a source of Innovation

The positive contribution of multicultural leadership

Leading with kindness

*New Normal - what is the **real** Paradigm shift in America?*

Universities aren't teaching the right subjects – what new directions should they take?