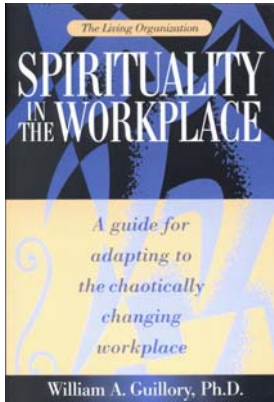


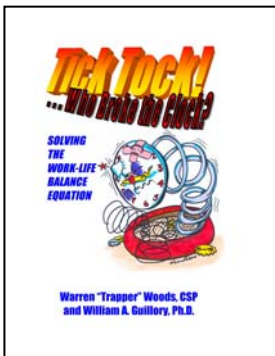
## William A. Guillory, Ph.D.



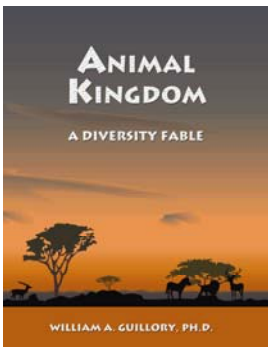
Dr. William A. Guillory is one of the most dynamic transformational speakers, and conference and seminar facilitators of our time. He speaks to subjects that are at the forefront of our thinking, such as *"The Seven Principles of Cultural Compatibility," "The New Leadership for the 21<sup>st</sup> Century," "Work-Life Quality, Balance, and Integration," "Diversity—The Unifying Force of the 21<sup>st</sup> Century," "Living Without Fear—Redefining Our Way of Living,"* and other related topics involving personal and organizational transformation.



Dr. Guillory is an authority on diversity, empowerment, leadership, creativity and innovation, and quantum-thinking. His most recent cutting-edge program involves "Leading and Managing During Turbulent Times," and "Achieving Work-Life Quality, Balance, and Integration." Bill's published books include: "Realizations," "It's All An Illusion," "Destined to Succeed," "Empowerment for High-Performing Organizations," "The Living Organization—Spirituality in the Workplace," "Tick Tock! Who Broke the Clock—The Power of Work-Life Integration," and his most recent publications, "The FuturePerfect Organization," and "Animal Kingdom—A Diversity Fable."



Prior to founding the consulting firm Innovations International Inc., Dr. Guillory was a physical chemist of international renown. He has lived, studied, and lectured in England, France, Germany, Japan, Switzerland, Poland, Mexico, Puerto Rico, Singapore, Hong Kong, and China. He has authored over 100 publications and several books on the application of lasers in chemistry and was Chair of the Department of Chemistry at the University of Utah. Dr. Guillory received his B.S. from Dillard University in New Orleans, his Ph.D. from the University of California at Berkeley, and was a National Science Foundation Postdoctoral Fellow at the Sorbonne in Paris. His distinguished awards and appointments include an Alfred P. Sloan Fellowship, an Alexander von Humboldt appointment at the University of Frankfurt, a Ralph Metcalf Chair at Marquette University, and the Chancellor's Distinguished Lectureship at the University of California at Berkeley.



Dr. Guillory has presented over 4,000 seminars throughout North and South America, Great Britain, Europe, Mexico, Asia Pacific, and Canada. He has facilitated seminars for over 300 corporations, including the senior management of American Airlines, Amgen, Amoco, Avon, ChevronTexaco, DaimlerChrysler, Dow Chemical, Eastman Kodak, Electronic Data Systems, Hewlett Packard, Keebler, Kellogg, Lockheed Martin, Los Alamos National Laboratory, Merck, Northrop Grumman Corporation, Proctor & Gamble, Qualcomm, Sandia National Laboratories, Texas Instruments, TDIndustries, and many other Fortune 500 companies.

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## Selected Speeches and Conferences 2008

January 29, 2008—Walt Disney Executives  
Orange County, CA  
Workshop: *Creating Inclusion—The Journey Continues*

February 6-8, 2008—ALCOA  
Italy  
Workshop: *The Global Advantage—Diversity, Inclusion, and High Performance*

February 11, 2008—ALCOA  
Fort Lauderdale, FL  
Workshop: *The Global Advantage—Diversity, Inclusion, and High Performance*

February 14, 2008—AMGEN  
Thousand Oaks, CA  
Workshop: *The Power of Collaboration, Inclusion, and Engagement*

February 18-22, 2008—Academy of New Life  
Frankfurt, Germany  
Workshop: *Leadership for the 21st Century—Creating an Inclusive, High-Performance Organization*  
Workshop: *The Power of Personal Performance*

March 17 & 18, 2008—Walt Disney Theme Parks and Resorts  
Burbank, CA  
Workshop: *Creating Inclusion—The Journey Continues...*

March 20 & 21, 2008—Walt Disney Theme Parks and Resorts  
Orlando, FL  
Workshop: *Creating Inclusion—The Journey Continues...*

April 9 & 10, 2008—Port of Portland  
Portland, OR  
Workshop: *Establishing Diversity, Inclusion, and High Performance*

June 11, 2008—Portland Non-Profit Conference  
Portland, OR  
Conference: *Organizational Transformation—The Power of Inclusion*



*The Power to Transform Your World*

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## Selected Speeches and Conferences 2008

June 17, 2008—WELD

Billings, MT

Workshop: *Creating an Inclusive, High-Performance Organization: The Power of Collaboration—Cooperation and Cross-Functional Networking*

June 19, 2008—FraserNet

Atlanta, GA

Workshop: *Unlock the Networking Attitudes You Need to Succeed in Any Nation & Culture*

## Selected Speeches and Conferences 2007

January 15, 2007—Rochester Area Chamber of Commerce  
Rochester, MN

MLK Keynote Speech: *Spirituality and Leadership—The Essential Elements for Creating Culturally Compatible Living Environments*

February 1, 2007—Inova Health System  
Falls Church, VA

Keynote Speech: *Leading in the 21st Century*

February 13, 2007—Walt Disney Imagineering  
Glendale, CA

Presentation: *Quantum-Thinking—Developing Higher-Order Creativity and Innovation*

February 14, 2007—Walt Disney Theme Parks and Resorts  
Glendale, CA

Keynote Speech: *The Power of Collaboration*

March 13, 2007—Walt Disney Theme Parks and Resorts  
Orlando, FL

Keynote Speech: *Diversity, Inclusion, and High Performance*

March 29, 2007—AMGEN  
Thousand Oaks, CA

Workshop: *The Power of Teaming: Cooperation, Collaboration, and Cross-Functional Integration*

May 11, 2007—Integrative Health Network  
Salt Lake City, UT

Keynote Speech: *Health, Wellness, and Spirituality*

June 20, 2007—Black MBA Association of Southern California  
Los Angeles, CA

Panel Discussion Moderator: *Diversity in the 21st Century*

June 22-25, 2007—Volunteers of America  
Cincinnati, OH

Conference: *Spirituality and Servant-Leadership*

## Selected Speeches and Conferences 2007

June 29, 2007—Greenleaf Servant-Leadership International Conference  
Dallas, TX  
General Session: *Spirituality and Servant-Leadership*

July 8, 2007—American Healthcare Radiology Administrators  
Orlando, FL  
Presentation: *Developing a Culturally Competent Imaging Team to Maximize Operational Performance*

August 10, 2007—Hancock Leadership Conference  
Findlay, OH  
Presentation/Speech: *Organizational and Personal Resilience as it Relates to Leadership*

August 21, 2007—Methodist Hospital  
Merrillville, IN  
Presentation: *The Power of Performance*

August 22, 2007—Walt Disney Theme Parks and Resorts  
Orlando, FL  
Presentation: *Diversity—The Inception to the Present to the Future*

August 24, 2007—Walt Disney Theme Parks and Resorts  
Anaheim, CA  
Presentation: *Diversity—The Inception to the Present to the Future*

September 12, 2007—SHRM Intermountain Conference  
Salt Lake City, UT  
Keynote Speech: *Diversity, Collaboration, and Leadership*

November 05, 2007—University of Phoenix National Conference  
Salt Lake City, UT  
Keynote Speech: *Diversity—the Unifying Principle for the 21st Century*

December 27 & 29, 2007—Walt Disney Imagineering  
Glendale, CA  
Presentation: *Creating Inclusion—The Journey Continues*

## Selected Speeches and Conferences 2006

March 16, 2006—Alabama Gerontological Society Conference  
Birmingham, AL

Keynote Speech: *Spirituality in the Workplace*

Conference Workshop: *Creating a Glowing Environment of Compassion, Equality, & Love*

March 28-29, 2006—American College of Health Care Executives  
Chicago, IL

Conference Workshop: *Measuring Success in Diversity Efforts*

April 4-5, 2006—HR Houston Conference  
Houston, TX

Conference Workshop: *Creating an Inclusive, High Performance Culture*

Conference Workshop: *The FuturePerfect Organization—Leadership for the 21st Century*

May 7, 2006—American Society for Training and Development (ASTD)  
Dallas, TX

Conference Workshop: *The FuturePerfect Organization—Leadership for the 21st Century*

May 15-17, 2006—Virginia State University  
Virginia Beach, VA

Conference Workshop: *Presentation and Strategic Planning Retreat*

June 6, 2006—Western Extension Leadership Development Program  
Portland, OR

Conference Workshop: *Empowered Leadership—Creating High Performance*

June 19, 2006—Disney ABC Media Networks  
Burbank, CA

Conference: *Creating Cultural Competence in Media Networks Businesses*

July 21, 2006—Oncology Nursing Society  
Pittsburgh, PA

Keynote Speech: *Creating an Inclusive & Inviting Environment for All Society Members*

September 26, 2006—Washington State University Extension  
Spokane, Washington

Conference Workshop: *Leadership, Diversity, and High Performance*

## Selected Speeches and Conferences 2006

October 12, 2006—Utah American Society for Training and Development (ASTD)  
Salt Lake City, UT  
Keynote Speech: *The FuturePerfect Organization—Leadership for the 21st Century*

October 19, 2006—Delaware State University  
Dover, DE  
Conference: *Building Effective Partnerships*  
Keynote Speech: *The Power of One—Cooperation, Collaboration, and Cross-Functional Networking*

October 24-27, 2006—HR.COM  
Las Vegas, NV  
Conference Workshop: *The FuturePerfect Organization—Leadership for the 21st Century*  
Nine Hour Conference Workshop: *Creating an Inclusive, High-Performance Organization*  
Round Table Workshop: *The Power of Work-life Integration*

November 15, 2006—Multicultural Development Center Annual Conference  
Bloomington, MN  
Webcast: *Spirituality and Religion in the Workplace*

November 3, 2006—Salt Lake Community College  
Salt Lake City, UT  
Interactive Presentation: *Today's New College Graduate: Technically Competent—Professionally and Socially Inept*

November 20, 2006—Alternative Medicine Summit  
Salt Lake City, UT  
Keynote Speech: *Spirituality, Health, and Wellness*

## Selected Speeches and Conferences 2005

January 25, 2005—Veteran Administration Advisory Board  
Atlanta, GA

Conference Workshop: *Diversity – The Competitive Advantage*  
Reference Contact: Rosalyn Cole/ Phone (202) 273-8963

February 14, 2005—Bronson Healthcare Leadership Symposium  
Kalamazoo, MI

Retreat: *Cultural Competence in Healthcare*  
Reference Contact: Monalisa James/ Phone (269) 341-6515

February 16, 2005—University of Pittsburgh Health Sciences Department  
Pittsburgh, PA

Keynote Speech: *Diversity and Cultural Competence in Healthcare*  
Reference Contact: Linda S. Kalcevic MLIS/ Phone (412) 624-3608

February 23, 2005—Institute for Diversity Webcast

Keynote Speech: *Disparities in Healthcare*  
Reference Contact: Rupert Evans/ Phone (312) 422-1690

March 28-30, 2005—Jackson State University  
Jackson, MS

Conference Workshop: *Creating and Environment of Academic Excellence for Students and Faculty*  
Reference Contact: Dr. James Perkins/ Phone (601) 979-2024

April 12-13, 2005 —2005 Gulf Coast Symposium on Human Resource Issues  
Houston, TX

Conference Workshop: *Tick Tock!...Who Broke the Clock?— The Power of Work-Life Integration*  
Reference Contact: Kathy Metcalf/ Phone (281) 996-7879

April 18-19, 2005—Virginia Extension Conference  
Roanoke, VA

Workshop –*High-Performance Teaming*  
Keynote Speech: *FuturePerfect Leadership for the 21st Century*  
Reference Contact: Dr. Patricia Sobrero/ Phone (540) 231-5299



## Selected Speeches and Conferences 2005

May 13, 2005—Oklahoma HR Symposium  
Tulsa, OK

Keynote Speech: *The Power of Work-Life Integration*

June 3, 2005—The 15th Annual International Conference of the Robert K. Greenleaf  
Center for Servant—Leadership Practicing Servant Leadership  
Indianapolis, IN

Conference Workshop: *Cultural Competence—An Advanced Course in Diversity*

Reference Contact: Michele Lawrence/ Phone (317) 262-8100

June 14, 2005—Trinity Healthcare  
Detroit, MI

Retreat: *The Business of Diversity at Trinity Health*

Reference Contact: Jay Morris/ Phone (248) 489-1626

June 20, 2005—Volunteers of America: Look Up and Hope...Renewing Our  
Promise To America

Alexandria, VA

Keynote Speech: *Leadership for Uncertain Times—The Future Perfect Organization*

Reference Contact: Laverne Campbell/ Phone (800) 899-0089, ex.5071

June 22, 2005—Center For Disease Control  
Montgomery, AL

Satellite Broadcast: *Building Cross-Cultural Partnerships in Public Health*

Reference Contact: Steve Seitchik/ Phone (717) 787-5900

## References for Keynotes and Conferences

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## References for Keynotes and Conferences

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 INNOVATIONS

*The Power to Transform Your World*

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Publications by William A. Guillory, Ph.D.

*Realizations*

*The Business of Diversity*

*The Global Manager*

*It's All an Illusion*

*EMPOWERMENT for High-Performing Organizations*

*Destined to Succeed*

*The Guides*

*Rodney—The Children's Series*

*Rodney Goes to the Country—The Children's Series*

*The Living Organization—Spirituality in the Workplace*

*Living Without Fear*

*Tick Tock!... Who Broke the Clock?*

*The FuturePerfect Organization—Driven by Quantum Leadership*

## Areas of Expertise

William A. Guillory, Ph.D.

Each keynote speech, conference presentation, or workshop is uniquely designed around the theme of a conference or retreat. Dr. Guillory involves in-depth collaboration with the host organization to jointly design presentations that uniquely fit their needs, audience, and time frame for maximum impact. The areas where Dr. Guillory has both in-depth knowledge and published books are the following:

### **Leadership**

These speeches and presentations focus on leadership principles and practices for successful organizations in the 21st Century. One of the most forward-thinking ideas is based on his books *The FuturePerfect Organization—Leadership for the 21st Century*.

### **Diversity, Inclusion, and Cultural Competence**

These speeches and presentations focus on viewing diversity as an inherent part of the human condition. It seeks to show how differences can be positively harnessed to not only create unlimited creativity and innovation, but also cultural compatibility and inclusion. Diversity is the ultimate business competitive advantage. His books that reflect this area of expertise are *Diversity, Inclusion, and High Performance* and *Animal Kingdom—A Diversity Fable*.

### **Spirituality in the Workplace**

These speeches and presentations are based upon defining what spirituality uniquely means to each of us and learning how to make it a part of our day-to-day living, both at home and the workplace. This concept is reflected in Dr. Guillory's book *Spirituality in the Workplace*.

### **Work-Life Quality, Balance, and Integration**

These speeches and presentations are based upon knowing one's innermost values as a basis for establishing work-life quality, balance, and integration; and in Dr. Guillory's co-authored book *Tick-Tock...Who Broke the Clock—Workplace Integration*.

### **Empowerment, High Performance, and Performance Management**

These speeches and presentations focus on the power of individuals and teams in realizing and developing, fully, their performance capacity. The concepts and workshop exercises create transformative experiences for the attendees and participants, reflected in Dr. Guillory's co-authored book *Empowerment for High-Performing Organizations*.

## Areas of Expertise

William A. Guillory, Ph.D.

### **Creativity and Innovation**

These conference presentations and workshops focus on accessing one's creative consciousness as the source of creativity. New, breakthrough creative techniques that are taught include: sleep-state creativity; creative visualization; mind-mapping; subliminal creative programming; creative brainstorming; and the four-step innovation process.

Dr. Guillory's presentations can be flexibly adapted to the business world, education, health-care, as well as other areas of interest.

## Testimonials

*"We asked Bill to facilitate a session at our national conference and he was the hit of the break out sessions. Even when the participants packed the room to over standing room only capacity, Bill held the attention and gave each of our managers great knowledge they could take back and use! Not only did he engage each person throughout the session, but he also had books and great handouts they were able to take back and share with those who were not able to attend the conference. Thanks Bill for making the meeting planners for the conference look so good and for sharing your knowledge with our managers in order to make them more effective."*

Kind regards,  
Joyce Henderson, Ed. D.  
Professor of Business and Management  
University of Maryland

*"Thank you once again for being such a wonderful presenter/facilitator. Our faculty and staff found both workshops you presented inspiring and uplifting. When our faculty and staff attended the first workshop, they were not functioning as a highly effective, highly performing work team. In the year between the first workshop and the second, our faculty and staff have become better team players, and interact with each other in a more honest and professional manner. We developed a powerful mission and vision statement that people still keep posted in their offices. Your presentations were powerful, enabling, and exciting. The group began using the tools and techniques immediately after the seminars to become more accountable, effective and efficient. We still reference your workshops, and we are most appreciative of how they helped bring our group together."*

Sandra A. Zaslou  
Department Head and State Program Leader  
Family & Consumer Sciences  
NC State University

## Testimonials

*"I have been fortunate to collaborate with Dr. William Guillory the past few years. He has presented at leadership training programs, which I have been responsible. His knowledge and wealth of information in the leadership arena is outstanding and one of the best I have experienced".*

Linda Marie Manton, University of California Cooperative Extension Regional Director.\*  
University of California ANR Central Valley Region  
Kearney Research and Extension Center

\*Title is used for identification purposes only. The author speaking on her own behalf and not on the behalf of the University of California.

*"On every occasion I have had to use the services of Innovations Internationals they have provided outstanding services related to strategic planning and diversity training. They are extremely well-suited for assisting organizations in accomplishing their intended goals. Indeed, I have been pleasantly impressed with their ability to advance the School of Agriculture's agenda. I can readily recommend their company as a resource for providing superior service and accomplishing organizational goals."*

Alma Hobbs, Ph.D.  
Dean/ Administrator

*"There are only a few excellent teachers in the world of Diversity and Dr. Guillory is one of them. I felt that I had the ability to mesmerize an audience until I experienced one of his sessions. Not only is he brilliant but he has the charm, personality and expertise to take on CEO's, CFO's as well as those who considers themselves to be "legends in their own minds", no matter their positions. He has the ability to disarm a non believer in a respectful way leaving even the non believer wanting more of his wisdom. "Bill, thanks for not giving us just what we wanted, but you gave us what was needed. Sometimes the hardest pills to swallow are the ones that are needed most. Your influence here at Amgen will be felt for years to come. We are in a much better position now to embrace difference and diversity than ever before, thanks to you and your team. I look forward to a continuing relationship with you and Innovations International, Inc."*

Ted Bagley  
Vice President Human Resources  
Amgen Pharmaceuticals



## Testimonials

*"Dear Bill,*

*On behalf of the Washington State University Extensions County Directors, I want to thank you for your thought provoking presentation at our County Directors' annual meeting. I heard very favorable comments about the presentation. I think your passion and thoroughness on the topic clearly made an impression. Your ability to integrate anecdotes from your own eclectic background lent richness to your presentation.*

*I also appreciate your generosity in providing participants material on leadership."*

Sincerely,

Douglas M. Stienbarger

Director, WSU Clark County Extension

*"Dr. Guillory brilliantly combines genius with down-to-earth caring and desire to make the world a better place! His skill as a speaker brings his audience in and leaves them wanting to hear more. He is adept at addressing topics others would not touch and generating dialogue that makes his audiences look deep inside at what they really believe."*

Susan Woods

Director, Senior Adult Services

Gateway Family Counseling

## Personal Testimonials

*Bill and I go to breakfast about once a week. Today we were scheduled to have breakfast, but due to our busy schedules, we couldn't make it. I had some things I wanted to say to Bill so I thought I'd send him an email.*

*If you know Bill, you know he is an expert in the field of leadership, diversity, creativity and spirituality. I have the advantage of being able to talk to Bill about these subjects each week at Breakfast. Over the years, some of the things Bill has taught me have sunk in and they have helped transform me as a person and they have also helped transform my company. I wanted to share with Bill how his patient mentoring has paid off for me and ZDocs (my company) and I think I am now beginning to see how living spiritually and creatively can be implemented into specific business tactics.*

*The first experience I wanted to share is that during one of our first breakfasts, Bill told me that it is a vendor's job to help its customers be successful AND it is the customer's job to help its vendors be successful. I bought into that concept immediately and the specific business tactic I employed was to start developing strategic partnerships. Over the last couple of years, ZDocs has developed several mutually benefiting strategic partnerships.*

*About four months ago, we hit pay dirt. A customer with the potential to double our company overnight met with me and during the discussion it became clear that what this customer really wanted, besides a reliable printing company, was a company that would work with them to develop new accounts. I told them that we believed in strategic partnerships and that we would be happy to work with them. We closed the deal in less than two weeks!*

*One of the first things we did was to build this customer a website and then show them how to effectively promote that site. This site just received a bid to produce 4 million books. Then last week we had the opportunity to meet with a publishing company that has the potential to triple ZDocs' revenue. I realized we couldn't close the sale without our customer's expertise so I took my customer with me to the appointment. We are very close to closing this sale and if we do, the new account will be our customer's account and then ZDocs will provide the supporting services.*

## Personal Testimonials

*Without mutual trust, two separate companies cannot work this closely together. And building mutual trust is a spiritual skill. I can't think of any other way to explain it. This experience has taught me the value of spirituality in the workplace first hand.*

*The second experience I wanted to share is an internal experience. Some of my employees are Wal-Mart haters. They seem to think that corporations should be more caring and supportive of their employees and the community. And on one level I agree. In fact, being a compassionate company is part of living spiritually in the workplace in my opinion. But a company can't be compassionate unless it is profitable.*

*So one day during our Friday lunch meeting, I asked the question, "Should a company be compassionate?" I got mixed answers, but from the Wal-Mart haters I got a resounding Yes! Then I asked the employees how a company could be compassionate if it wasn't profitable. I got blank looks from those Wal-Mart haters.*

*This discussion helped us all realize that for the most part we all shared a common value that a company should be compassionate to its employees and its community, but that in order to be compassionate, the company had to be a high-performing company. All concepts Bill taught me while eating scrambled eggs and toast.*

*My intent with this message today is not to just tell everyone how great Bill is. My goal is to relate some real life experiences about how the concepts Bill talks about can have a huge impact on a company's bottom line and do so in a spiritually fulfilling way.*

*Thanks Bill for everything.*

Phil Davis  
President and CEO  
ZDocs