

Contributors



Chris Mercer, Valuation Expert and CEO of Mercer Capital

Z. Christopher Mercer is the founder and Chief Executive Officer of Mercer Capital. He has prepared, overseen, or contributed to hundreds of valuations for purposes related to tax, ESOPs, buy-sell agreements, and litigation, among others. Chris is a prolific author on valuation-related topics and a frequent speaker on business valuation issues for national professional associations and other business and professional groups. His latest book, [*Unlocking Private Company Wealth: Proven Strategies and Tools for Managing Wealth in Your Private Business*](#) was published by Peabody Publishing. Follow Chris on Twitter [@ZChrisMercer](#).



Jeff Higgins, Founder and CEO of Human Capital Management Institute

Jeff Higgins is the Founder and CEO of the [Human Capital Management Institute](#). Jeff is a global thought leader with 25 years' combined workforce planning, analytics and finance experience supporting Fortune™ 500 companies. He has helped organizations around the world quantify the ROI of workforce decisions and realize cost-saving opportunities of up to \$1.0 billion USD. Jeff is both a former senior HR executive and former CFO, and a regular speaker at HR events. Previously, Jeff worked in finance at Johnson & Johnson, Colgate Palmolive, Klune Industries and a senior HR leader at Countrywide Financial, IndyMac Bank, and Inform, a leading analytics software company. Jeff is on the SHRM Global Standards Committee on human capital, the Center for Talent Reporting board and founding member, PwC Saratoga Institute advisory council. Connect with Jeff on [LinkedIn](#) and follow him on Twitter [@metricsman1](#).



Marla Tabaka, Business Coach and *Inc.* Magazine Contributor

Marla Tabaka is a [small-business adviser](#) who helps entrepreneurs around the globe grow their businesses well into the millions. She has more than 25 years of experience in corporate and startup ventures and speaks widely on combining strategic and creative thinking for optimum success and happiness. Marla is also a writer for *Inc.* Magazine, as well as co-host of *The Big Pitch Radio Show* with Kevin Harrington (one of the original sharks on ABC's *Shark Tank* and founder of *As Seen on TV*). You can follow Marla on Twitter [@MarlaTabaka](#).



Dave Nast, Managing Partner of Nast Partners

David B. Nast owns Nast Partners and is a Workplace Behavior Expert and an award-winning Certified Business Coach with over 25 years of experience in Executive Coaching, Leadership Development, Talent Management, Training, Career Coaching, Executive Search, and Human Resources Capital Management. He has coached thousands of CEOs, business owners, and executives. For additional insights from David, visit his [LinkedIn Pulse Author Page](#) and follow him on Twitter [@DavidBNast](#). You can also subscribe to David's blog at [Huffington Post](#).



Candida Seasock, Founder of CTS & Associates

Founder and President of CTS Associates, LLC, [Candida Seasock](#) is an innovative business adviser, specializing in enabling client growth and management success through internal executive teams and/or advisory boards that support vision,

innovation, change that supports operation, finance, and technology and employee growth. Ms. Seasock is best known for her work in building high-value market recognition for mid-size companies. She rejects the transactional mentality in business and refrains from working with companies that do not value and respect the inherent human aspect with employees and customers. To confirm Ms. Seasock's approach, many of her best clients have achieved Fastest-Growing company awards. Candida can be contacted at pjscts@comcast.net.



Dr. Michael Housman, Co-Founder and Chief Scientific Officer for RapportBoost.AI

Michael Housman is the Workforce Scientist in Residence at [HiQ Labs](#) where he mines publicly available data for insights that allows large employers identify employees who are potential flight risks and take actions that will help retain them. He has published his work in a variety of peer-reviewed journals, presented his work at dozens of academic and practitioner-oriented conferences, and has had his research profiled by such media outlets as *The New York Times*, *Wall Street Journal*, *The Economist*, and *The Atlantic*. You can follow Michael on Twitter [@MichaelHousman](#) and on [LinkedIn](#).



Beverly Borton, Founder of Bev Borton Coaching

Beverly Borton, Founder of [Bev Borton Coaching](#), is passionate about helping people reveal their hidden potential. She partners with clients in a thought-provoking and creative process that moves them to maximize their personal and professional possibilities. She creates experiences for groups that enable participants to explore

what matters most, then focus on actions that serve their highest aims. Her clients include business owners, management teams, entrepreneurs, performing artists, and consultants.



Art Dimitri, Founder of Innovation25

[Art Dimitri](#), is the founder of Innovation25 — a management consultancy that helps growing companies grow faster by focusing all their activity solely on their customers. He has previously held leadership positions at a number of technology companies including CA Technology, PLATINUM technology, Aston Brooke Software and Zenith Data Systems. He has served the community as a Board member of the American Society of Inventors and Vice-Chairman of the Greater Philadelphia Senior Executive Group Innovation Leadership Forum.



**Monique Caissie, Speaker, Facilitator,
Consultant, Coach**

The most successful leaders are not infallible when faced with someone who “drives them crazy!” Monique Caissie’s strategies to go from conflict to collaborations are appreciated by all who meet her. As a speaker, facilitator and consultant and coach, Monique draws from 30 years of crisis intervention work to help others improve their results while feeling more heard, respected and happier. She is an Accredited Trainer for DISC as a Human Behavior Consultant and a Certified NLP Professional Coach. Check out her [website](#), join her professional network on [LinkedIn](#) or check out some of her articles on [Huffington Post](#).



Stephan Seyfert, Business Advisor and Founder of Pentimenti LLC

Stephan Seyfert helps move people to take beneficial action. Sometimes that's called "leadership development," "success coaching," or "truth speaking." Other times it's called "sales," "communication," and "marketing." By any name, it's about understanding the psychology of action and what motivates people to do what it takes to achieve the success they desire – no matter what fears or obstacles stand in the way.

As an entertaining and engaging presenter, Stephan also teaches others how to master these skills. This is often called "training," "teaching," or "speaking." Having never known stage fright, Stephan just calls this "value-adding fun."

Usually involved in multiple projects and partnerships with leaders around the world, Stephan has become an internationally sought-after resource; a sort of "secret weapon" for creating and maintaining greater success (and, sometimes, rebuilding it). He's been a journalist, editor, author, marketer, consultant, mentor, speaker, nonprofit board member, and entrepreneur. He was even a U.S. Navy Seabee. He's been called a non-conformist, a rule-breaker, and a quipster. Despite having a satirical bent and sometimes dark humor, he's even been called open, authentic, and caring. What Stephan enjoys most, though, is when his daughter calls him "dad." You can follow Stephan on [LinkedIn](#).



Dr. Janice Presser, CEO of The Gabriel Institute and Teamability.com

Dr. Janice Presser is CEO of The Gabriel Institute and [Teamability.com](#). As a behavioral scientist and architect of the technology that powers Teamability[®], she has studied team interaction in academic, clinical, and business settings for over 25 years, and has

shared her expertise in the areas of HR metrics and measurements, workforce planning, and human capital assessment. Including the 2017 release of [*Timing Isn't Everything. Teaming Is.*](#), Dr. Presser has authored seven books and myriad articles on various aspects of teaming, from parent/child, to personal and family relationships, to workplaces and spiritual communities.

In an era of digital disruption and transformational change, Dr. Presser's integrated technology and management methods are being used to design collaborative cultures, to produce extraordinary business results, and to open new pathways to meaningful work and organizational health. You can follow her on Twitter [@DrJanice](#), connect with her on [LinkedIn](#) and [Facebook](#), read her answers and opinions on [Quora](#), and view her [TEDx talk](#).



Al Cini, President of Al Cini and Partners

Al Cini founded [Al Cini and Partners](#) to help companies solve the productivity dilemma. Al believes that, at the heart of every successful organization, there exists a signature positive role model (he calls this a Role Target) that expresses, in the ideal, its shared Brand (Behavior) and Culture (feelings: i.e., attitudes and beliefs). Leveraging decades of research into the behavioral determinants of organizational performance, his [Brand and Culture Alignment Toolkit](#) includes instruments that help organizations discover their Role Target and methods that use it to enhance engagement, boost productivity, and improve performance. You can follow Al on Twitter [@AlCini](#).



Andy Levin, President, MHS Lift, Inc.

Andy Levin is the President of MHS Lift, Inc., a leading provider of materials handling products and services in the Greater Philadelphia area. After spending over two decades working in every department of the

company, Andy and his brother Brett purchased the business from their father in 2012. Embracing a commitment to excellence, innovation, a dignified work environment and ethics, Andy has championed an increased role of positive organizational values to build a culture of success. MHS Lift, Inc. is the recipient of the 2014 and 2016 Crown Summit Award and the 2016 Crown Pioneer Award given to the number one dealer in the country. Andy holds a degree in Economics and Political Science from the University of Delaware. He is a member of the Philadelphia Chapter of YPO and an Executive Board Member of the Katz JCC. Andy lives in Cherry Hill with his wife and three daughters.



Nella Bloom, Managing Member, Bloom & Bloom

[Nella Bloom](#) is the Managing Member at the law firm of [Bloom & Bloom](#). Nella specializes in helping small and emerging businesses organize and reach their potential. From starting up a business, purchasing and protecting assets, and starting off on the right foot, to thinking about next steps, Nella helps clients think through their options. Follow Nella on Twitter [@NellaMBloom](#).



Fraser Marlow, Head of WorkplaceDynamics Research

Fraser Marlow heads up WorkplaceDynamics research and marketing efforts. As the author of many articles on the topic of employee engagement and coaching, Fraser brings a broad perspective on how organizational culture impacts business results. Fraser is co-author of [The Engagement Equation](#) (Wiley 2012), a comprehensive senior executive guide to building stronger engagement strategies and is a frequent speaker at conferences and events, sharing the

many insights from ten years of studying Top Workplaces. Follow Fraser on Twitter [@frasermarlow](#)



Doug Claffey, CEO and Co-founder of WorkplaceDynamics

[Doug Claffey](#) is the chief executive officer and co-founder of WorkplaceDynamics, a leading provider of technology-based employee engagement solutions that help organizations unlock potential, inspire performance, and achieve amazing results. He led Best Companies in the United Kingdom and held leadership positions at General Electric, Analytical Graphics, and McKinsey & Co. Doug is a highly regarded presenter, including dozens of Top Workplaces events across the United States, the Microsoft Convergence Conference, and as a featured guest on shows such as “Leadership in Action” for SiriusXM Business Radio. Doug received his master’s degree from the University of Pennsylvania and a bachelor’s degree from the University of Delaware. Follow Doug on Twitter [@dougclaffey](#).



Cheryl Hunter, Best-Selling Author, Speaker, Resilience Expert

The go-to expert on resilience, [two-time bestselling author](#) Cheryl Hunter was just a teenager when she was abducted by two criminals who eventually left her for dead. [Cheryl](#) survived this life-changing trauma, refocused her life, and found freedom.

In the process, she created an educational framework that empowers anyone to overcome adversity. Her framework has been profiled by *PBS*, *Forbes*, *Huffington Post*, is highlighted in her four TED talks, and is taught worldwide by Cheryl and her team at The Hunter Group. Cheryl has helped over a quarter million people turn their lives around and create lasting change.

She also provides expert commentary regularly across major broadcast and cable networks including *CNN* and *HLN*. To contact Cheryl or to learn more, visit www.CherylHunter.com. You can also follow Cheryl on Twitter [@HunterCheryl](https://twitter.com/HunterCheryl) and like her on [Facebook](https://www.facebook.com).



**Laura Queen, Founder and Managing Partner,
Colloquia Partners**

[Laura Queen](#) is the Founder and Managing Partner of [Colloquia Partners](#). For more than 20 years, she has been entrusted with activating M&A through senior executive roles within firms across the pharmaceutical, retail, banking, technology, and agricultural industries. She's also worked in the public sector.

Laura's focus on the people-side of M&A transaction services includes due diligence, post-merger integration, cultural alignment/organizational restructuring, and performance consulting to enhance leadership, team, and organizational outcomes. Laura and her team view people as a company's biggest source of value and specialize in helping organizations realize substantial wins with this focus in mind. Connect with Laura on [LinkedIn](#), follow Laura and her team on Twitter ([@colloquiaptrns](https://twitter.com/colloquiaptrns)) and like them on [Facebook](#) and [LinkedIn](#).



Glen Hartenbaum, Chief Financial Officer

Glen Hartenbaum is a Chief Financial Officer with more than 20 years of finance and accounting executive experience with middle market, privately held companies. He also has experience managing human resources and information technology.

Glen has worked in a variety of industries including manufacturing, distribution and professional services. He is also a Certified Public Accountant. Connect with Glen on [LinkedIn](#).



Pam Prior, Founder and CEO, Priorities Group Inc.

Pam Prior is the founder and Chief Executive Officer of [Priorities Group Inc.](#) A CPA and CFO, Pam has worked with start-ups to Fortune 50 companies. She has participated in and led organizational transformations across multiple industries during periods of major change, including crisis-level situations, rapid growth, and under significant resource constraints.

Pam is currently disrupting the market with a new CFO Services model for entrepreneurs, enabling small business owners to access (affordably) elite financial leadership. Known as The CFO Quarterback to Allstar Entrepreneurs, Pam is host of the WCKG-Chicago's weekly radio show (and podcast), *Cash Flow*, and author of the #1 international best seller [Your First CFO: The Accounting Cure for Small Business Owners](#).



Frank DiBernardino, Founder, Vienna Human Capital Advisors

[Frank DiBernardino](#) is the Founder of [Vienna Human Capital Advisors](#); an author and developer of the patented Vienna Human Capital Index.™ Frank, for the first time, isolated the total investment in human capital and quantified the ROI, Productivity and Liquidity of the “people investment.”

Frank writes a blog on human capital analytics for [The Conference Board](#) and he has also had articles published in *Directors & Boards* magazine, *Directors & Boards* E-Briefing and *People & Strategy* (HRPS peer review journal) on measuring the economic value of companies' investment in human capital.

Connect with Frank on [LinkedIn](#), and be sure to check out Frank's book, [Optimize Human Capital Investments: Make the “Hard” Business Case](#).