
Speaking on Human Resources, Leadership, and Motivation



HR Strategist
Ed Krow

About the Speaker



Ed works with executives and business owners who are struggling with people problems, such as adapting to changing business conditions and customer, investor, or community expectations.

He turns irrelevant and ineffective HR functions into strategic contributors by aligning HR with the business objectives. As a result Human Resources actually drives business results. Ed's clients often refer to him as their "Safety Net," because he eliminates HR headaches and keeps them from falling into HR traps.

When he's not working with clients, Ed can be found teaching at Millersville University or speaking at conferences and professional development sessions. In his free time, Ed enjoys family time, travel, golf, the outdoors and Notre Dame and Baltimore Ravens football.

Speaking Topics

HR Strategic Planning

Whether your HR function is a department of one or many, basic Human Resources strategic planning that includes internal organizational needs assessment and external benchmark comparisons is needed. This interactive session will show you how to approach and accomplish fundamental Human Resources strategic planning and will lay the groundwork for developing your HR business plan.

Building Employee Alignment: How to Get to the Bottom Line Through Your Staff

This session will emphasize the balance between organizational success and individual performance. We will identify the proper variable pay programs that will create a link between employees' everyday performance and the organization's success and explore the concept of using multiple variable pay plans in an organization in order to motivate different groups and levels of employees.

Strategic Succession Planning

Succession planning has to be a priority for every business and should be part of its strategic business plan. During this interactive seminar, attendees will gain a broad knowledge of how to develop a succession plan for all levels of key employees.



Ed has spoken for the following organizations:



Johnson & Johnson



PHOTONIS



Testimonials

“As the program chair for the GVFHRA it is my responsibility to obtain the best speakers for our chapter. We select speakers based on the content of the material and the value in terms of HRCI credits. Ed brought both to our chapter. He was engaging and kept the large group of over 100 HR professionals involved which can be difficult at the end of a long day. We not only received HRCI credit but they were also Strategic Credits.”

- Suzanne Gleason, Greater Valley Forge HR Association Conference Co-Chair

“Ed Krow is an outstanding presenter, whom we had the opportunity to have speak at our local Hanover SHRM chapter. Ed's presentation, entitled "How to Get to the Bottom Line Through Your Employees," was well-received by our members. His interactive presentation focused on the importance of Line of Sight (LOS), as well as the 4 steps to develop or increase that LOS for employees/companies/departments where it is lacking. A truly insightful presentation! We thoroughly enjoyed having Ed as a speaker at our monthly chapter meeting and would highly recommend this presentation to other business and HR professionals!”

- Ali Long, Hanover Area HR Association Program Chair

“Ed was a speaker and facilitator for one of Leadership York's training events. He met with me in advance, created an excellent handout, and arrived at the training site before I did.

He did an excellent job pulling together the right amount of information for the time period and communicating effectively with participants, including relevant stories. He had excellent rapport with the attendees. The activity he created that translated information into practice was right on target.

Participant evaluations were very positive and many indicated changes they plan to make changes as a result of the workshop.”

- Carolyn Warman, Leadership York, Executive Director

**For more information, contact Ed at
ed@turboexecs.com or call 717.925.3270!**