

Randy Street

“One of our highest rated speakers ever! Randy delivered incredibly valuable content in an engaging and humorous way. He had so much **enthusiasm and energy** that one participant called him Jim Carrey, Jr.”
– Richard Humphrey, New York chapter of Entrepreneur’s Organization



New York Times Best Selling Author of:

Who: The A Method for Hiring (Random House, 2008)

The Power Score: Your Formula for Leadership Success (Random House, 2015)

Managing Partner, ghSMART



Topics

Leadership, Hiring Leaders, Talent

Who: The A Method for Hiring – How to select A Players to drive success

Power Score: Your Formula for Leadership Success – How the most successful leaders get things done

Target Audience

CEOs, senior executives, and investors who want to make an impact on the world through great leadership.

Video and Websites

whothebook.com/keynote/

thepowerscore.com/

www.ghsmart.com

Keynotes

Who: The A Method for Hiring.

Randy solves every manager's #1 problem: making hiring mistakes. He presents stories and advice drawing from some of the most extensive research, interviews, and experience ever assembled on the topic of talent management. Why are most managers terrible at hiring? How do you generate a source of the right candidates? What do you look for to pick the right one? How do you sell the ideal candidate on accepting a job at your company? Audience members learn how to make "who" decisions that lead to career, financial, and personal success.

Power Score: Your Formula for Leadership Success

Randy shares what all successful leaders actually *do* to succeed. Based on the largest leadership database of its kind and brought to life through entertaining stories and examples, Randy highlights how great leaders set the right priorities, pair those priorities with the right people ("who"), and create an environment where relationships can work. Priorities. Who. Relationships. Putting them together enables the world's best leaders to run their team at full PWR (pronounced "power").

Twenty years of research and consulting, deep analysis of over 15,000 leaders, and field interviews with hundreds of billionaires, CEOs, and successful investors all tell us that leaders who practice these three disciplines are 20x more likely to succeed than those who do none of them. 20x! No other leadership approach is this simple yet this powerful.

Attendees come away from this experience able to maximize their team's results, their company's financial performance, and their own career success.

Testimonials

"One of our highest rated speakers ever! Randy delivered incredibly valuable content in an engaging and humorous way. He had so much enthusiasm and energy that one participant called him Jim Carrey, Jr."

– Richard Humphrey, New York chapter of Entrepreneur's Organization

"Randy is a very effective presenter – an A Player amongst those who speak at our executive roundtables."

– Francis Hawkings, Center for Corporate Innovation.

"I have been coming to these Inc. 500 presentations for years. Your Topgrading presentation was one of the best sessions I have seen in several years."

– Michael Hopkins, Editor at Large, Inc. Magazine.

"Randy was our keynote speaker at our annual Leadership Meeting and was the highlight of the week! Our leaders typically are a tough audience, but they had read his book before the meeting and were eager to hear him. Randy's energy and enthusiasm were simply outstanding and the words from the book came alive. Randy also helped us before the meeting to video scenarios of his interviewing process to share with our leaders. We are quickly adopting the "Who method" in our sourcing, selection and selling of "A Player" candidates in all our brands. Randy has made a real difference in the rigor and discipline in our hiring process."

– Henry Anthony, CHRO, Rollins, Inc.

"Your management assessment training session was as valuable and enjoyable as any workshop I have attended."

– John Howard, CEO, BSMB.

Acclaim for *Who: The A Method for Hiring*

Bestseller Lists and Awards for *Who*

- Upon release, *Who* became the #1 ranked bestseller on Amazon.com out of 24 million titles
- The New York Times bestseller
- The Wall Street Journal bestseller
- BusinessWeek bestseller
- *USA Today* bestseller
- Publishers Weekly bestseller
- Soundview Executive Book Summaries gave *Who* the “Best 30 Business Books Award”
- *Shanghai Daily* named *Who* a “Top 5 Best Book in China”
- Canada’s *Globe and Mail* named *Who* the “#1 Best Business and Management Book of 2009”
- *The Wall Street Journal* named *Who* a top seven “Best Advice” book for leaders in 2011

“Geoff Smart and Randy Street have done an amazing job distilling the best advice from some of the world’s most successful business leaders.”

– Wayne Huizenga, Chairman, Huizenga Holdings, Inc., previously Founder & CEO of Waste Management, Blockbuster Video, and AutoNation

“ghSMART has helped make talent a competitive advantage at Heinz.”

– William Johnson, Chairman, President, and CEO, H.J. Heinz Corporation

“THIS IS A BIG BIG BIG DAMN DEAL.”

– Tom Peters, author of *In Search of Excellence*.

*“Giving me a copy of *Who* was possibly the single most impactful thing anyone has ever done for the company.”*

– Client note to Management Consultant Julie Johnson

“Who is in the top 10 books I’ve ever read. It is a fantastic book. It is well written, has good relevant examples, and, of course, the concepts are incredible.”

– Graham Weaver, Investor

“Wow! Who is one of the best books I’ve ever read.”

– Entrepreneur Dean Dzurilla

“We have incorporated ghSMART’s A Method as a core element of our leadership development curriculum and talent management process. The marked improvement in key business results speaks for itself.”

– John Zillmer, Chairman & CEO, Allied Waste Industries, Inc.

“ghSMART gets it! ghSMART has a proven approach for finding those A Players.”

– Matt Levin, Managing Director, Bain Capital, and board member of Toys ‘R’ Us.

“We asked ghSMART to train our CEOs on the A Method for Hiring. For those who follow it, this method will turn their #1 problem into their greatest strength.”

– Mark Stone, Senior Managing Director, The Gores Group

Acclaim for *Power Score: Your Formula for Leadership Success*

"ghSMART is the world's top firm for helping leaders hire talented teams and run them at full power. Nothing is more important."

– Marshall Goldsmith, recognized by Thinkers 50 as one of the Ten Most Influential Business Thinkers in the World. He is author of the *New York Times* bestsellers, *MOJO* and *What Got You Here Won't Get You There*

"Smart, Street, and Foster have done it again. With Who, they demystified the process of hiring A Players. Now, they have decoded how to become an A+ leader."

– Panos Anastassiadis, Managing Partner of Global Cyber

"I wouldn't be surprised if Power Score became the new go-to guide for leadership. Effective teams are key in everything from health care to business to government to nonprofits, and this book will help organizations change the conversation about getting results."

– Atul Gawande, Surgeon, Author (*Being Mortal, Checklist Manifesto*), and Director of Ariadne Labs

"Power Score offers practical and insightful advice that should be read by anyone leading today's workforce."

– Maynard Webb, Chairman Yahoo!, former COO eBay, Author *Rebooting Work: Transform How You Work in the Age of Entrepreneurship*

"Power Score is easily understandable process and tool that drives incredible organizational alignment and performance"

– Matt Simoncini, President & CEO, Lear Corporation

"Smart, Street & Foster have applied more than 20 years of research on leadership into a practical, systematic approach for getting results"

– Frederick W. Smith, Chairman & CEO, FedEx Corporation

"My entire team applied the principles of Power Score and have enjoyed explosive growth as a result. Even better, I am having more fun as a leader than ever before."

– Jeff Booth, CEO & Founder, BuildDirect

"My team used this approach and got more out of a one hour conversation than we did in any other strategic planning session we have ever done."

– Reggie Bicha, Executive Director of the Colorado Department of Human Services

"I was afraid this would be yet another book telling me the one hundred things I was supposed to do differently. Instead I was delighted that this book is ridiculously practical"

– John Zillmer, former Executive Chairman of Univar

"Power Score lays out a practical, straightforward approach to delivering results as a leader. I highly recommend reading it."

– Art Collins, former Chairman of the Board of Medtronic

"Smart, Street, and Foster nailed it – they found the equivalent of the theory of relativity for becoming a top performing leader – a simple, elegant, and practical formula you can put to use immediately in scaling up significant results in your organization. And it's a fun and fast read!!"

– Verne Harnish, founder of the global Entrepreneurs' Organization (EO); CEO of Gazelles; and author of *Scaling Up (Rockefeller Habits 2.0)* and *The Greatest Business Decisions of All Time*

Biography

Randy Street is the Managing Partner of ghSMART, a leadership advisory firm whose mission is to help great leaders amplify their positive impact on the world. He regularly helps executive leaders as they select and develop A Players for their teams to build companies that win.

Randy has served as a leadership advisor to boards, CEOs, and executive teams for over 20 years. He is also a popular keynote speaker with a dynamic and energetic style that routinely generates the highest audience satisfaction scores possible.

In collaboration with Geoff Smart, the firm's CEO, Randy co-authored *Who: The A Method for Hiring* (Random House, 2008), which is a *New York Times*, *Wall Street Journal*, *BusinessWeek*, *USA Today*, and *Publishers Weekly* best seller. He also co-authored *Power Score: Your Formula for Leadership Success* (Random House, 2015), which became a *Wall Street Journal* best seller.

Upon release, *Who* became the #1 ranked bestseller on Amazon out of 24 million titles, and hit every major bestseller list in the United States. Soundview Executive Book Summaries gave *Who* the "Best 30 Business Books Award," *Shanghai Daily* named it a "Top 5 Best Book in China," *Canada's Globe and Mail* named *Who* the "#1 Best Business and Management Book of 2009," and The Wall Street Journal named it a top seven "Best Advice" book for leaders in 2011. *Canada's Globe and Mail* also named *Power Score* the "#2 Best Business and Management Book of 2015."

Prior to joining ghSMART, Randy was the EVP of Sales & Marketing and EVP of Corporate Development & Strategy for EzGov, a software firm that was named the fastest growing company in Atlanta during his tenure. Before that, Randy was a strategy consultant with Bain & Company where he led projects and advised senior executives of Global 1000 companies in a wide range of industries.

Randy earned his MBA from Harvard Business School and a B.S. in Mechanical Engineering from Rice University. He lives in Atlanta with his wife and three children.

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