

## Marcia Ruben, CMC

Marcia Ruben, principal of Ruben Consulting Group Ltd. is an organizational consultant with over 25 years experience helping individuals, teams, and companies achieve optimal performance. She has herself been a successful manager, account executive and senior leader. Marcia's firm provides services in organizational change management, leadership, sales and team effectiveness and executive coaching.

Ms. Ruben graduated Phi Beta Kappa from the University of California, Berkeley, and received her Master's of Science degree in Counseling from California State University. She has been published in the Jossey-Bass Annual and writes and speaks on a variety of leadership and change issues. Marcia's clients include Fortune 500 high tech, financial services and retail corporations.

Consultant, Leadership Coach, Speaker Marcia Ruben

# How to Excel During Turbulent Change Series

#### How To Keep the People From Crashing While the System Goes Live

#### How can you win the hearts and minds of your workforce while implementing major change?

Marcia shares concrete practical tips for implementing change that will help you realize a return on your investment. You will understand the typical people issues that can derail a change effort, and how to build and monitor a plan that both gets results and engages your workforce.

" Marcia is an articulate, dynamic presenter who connects easily with her audience."

SAP Project Lead, Occidental Chemical

#### Beating the Odds: Success Strategies for the Professional Woman

*What separates those women professionals who reach the top of the corporate ladder from those who do not?* Marcia shares her research, the results of interviews with successful women and men, and wisdom from her own leadership and consulting experience. Three highlighted areas are mindset, competencies, and rules of the road that contribute to success.

"Your presentation was engaging, well researched and received praise from everyone I talked to."

Kelly Francis, JD, Executive Director, On Call Counsel

#### Leading Effectively During Tough Times: Key Success Factors

#### How can you as a leader realize the power you have in shaping your company's culture and results?

To be an effective change leader you must understand your role in shaping the everyday attitudes, beliefs and values that drive performance. In this engaging talk, you'll learn the mindsets, skills, and strengths you need to successfully lead during turbulent times.

"You were a hit. Thanks for making a positive impression on our members with your knowledge, skills and competent facilitation." Richard H. Rubin, President, Renaissance Executive Forum

#### **Creating Your Future Now**

### How can you achieve success during those dark times when nothing seems to be happening at all?

What kind of future do you want to create for your company and for yourself? During times of economic downturn, it is easy to lose sight of the dreams that you have for the future of your organization. In this practical and inspiring presentation, you will receive concrete tips for preparing your mind, your employees, and your business for the success that you so richly deserve.

"This was a very professional, most informative and truly inspiring presentation."

Ken Packer, President, City Date Book