

Margaret Graziano

Founder & CEO at KeenHire Talent Management

Santa Clara, CA, US

Margo has her expertise in Strategic planning and Organizational effectiveness positioning her in a senior level executive advisory role.

Biography

I am the President & Founder of KeenHire. KeenHire helps you optimize your workforce for growth and profitability. We consult, train, and coach people in your organization to ultimately strengthen your workforce productivity and employee retention. We provide full scope, professional employee optimization services. Our expertise initiates with organizational development, workforce planning, and employee selection; and continues through the entire recruitment and employment life cycle including performance management and succession planning. KeenHire employs experts in sales recruiting, engineering recruiting & management recruiting. Our recruitment, people management, leadership development and employee retention process and programs help you scale your company for success. We partner with Executives, Sales Leaders and Strategic HR management of high-growth companies committed to scaling and making their mark. Personally, I am delighted with the direction that I have taken my career in. Career Management for many is a challenge, and for me having spent more than two decades in a very lucrative recruiting role, leaving the desk was a life-altering and event. It all began with a personal development course in 1997 and carried through with passionate exploration in Organizational Development, Performance Management and Employee Selection. Coming to the conclusion that I had grown and my role hadn't was one of the most confronting times of my life. My passion led me to building a new kind of organization and then I invested the farm on it becoming a reality, and it has. I highly recommend to anyone dealing with lack of fulfillment in their work that you follow your heart, play to your strengths and risk it all for your dream! Life is fleeting and all you have is today.

Availability

Keynote, Workshop, Host/MC, Corporate Training

Industry Expertise

Management Consulting, Corporate Training, Corporate Leadership, Talent Management, Program Development, Professional Training and Coaching

Areas of Expertise

Human Resources, Employee Retention, Succession Planning, Emerging Leadership, Personal Empowerment, Hiring Methodology, Talent Management/ Strategy, Workforce Optimization, 5% Factor

Sample Talks

Conscious Hiring

Conscious Hiring consists of a powerful methodology to attract and select ?A? players, develop your ?B? players, and leverage your company?s hiring power by continuously hiring the best. This program is what you need to formulate a successful hiring process. ? Methods to evaluate and assess the power of your existing team ? Identify core personality characteristics upfront ? Refine your hiring and on-boarding processes ? Influence the impact that your workforce has on your customers, stake

The 5% Factor

The key to turning ?Should? and ?Can?t? into ?Did? and ?Done? and Had a Blast! Attendees are entertained, engaged and moved to participate fully in their personal development. The principles represented by The 5% Factor? apply to business and personal relationships, finances, and health & well-being. Commitment ?creating a context for winning; CHOOSING powerfully in the moment; Engaging RISK; Being UNSTOPPABLE

Talent Strategy 3.0

Talent Strategy 3.0 teaches, educates, and empowers leaders to take a new look at their people processes and their employee value proposition. By learning about what makes people tick and applying these lessons in your approach to your talent strategy you lay the foundation for a productive, engaged & optimized workforce. Dispel the myths of employment retention issues and uncover critical issues that affect your company?s ability to attract and keep good people.

Event Appearances

Conscious Hiring in Silicon Valley
NCHRA Annual Conference

5% Factor
NAPS Annual Conference

Education

DePaul
Bachelors Science Organizational Development

University of Illinois / Chicago
BS Business Administration

Accomplishments

Women Business Owner of the Year
Business Ledger Award

Most Influential Women in Business

National Association of Women Business Owners Chicago Branch awarded me this

Mentuum 1000

Selected to mentor a young nursing director for 12 months and successfully worked with her, she is now the head of the Clinical Research team

Tahoe Century Ride for Team in Training

Raised 4500 in donations for Team in Training and rode 100 miles around Lake Tahoe. Wonderful experience,

Landmark Education Seminar Leader

Completed 4 year intense training and lead Seminars for Landmark Education, average participant size was 100. Seminars were Living Powerfully, Velocity, and Integrity.

Testimonials

Richard Landman

?Margo is a visionary leader in the War for Talent. Her creation, KeenHire Talent Management represents the cutting edge of state of the art recruiting, assessment and retention tools that talent focused companies and organizations require to remain industry leaders in their chosen areas of Expertise. I can personally vouch for Margo's skill as a Personal and Professional Coach and Mentor. She possesses that rare combination of brutal honesty, complete fairness, and a hidden touch of compassion. I remain passionate regarding the Conscience Hiring Process and the complete set of KeenHire Talent Management tools.? February 9, 2011

Rob Sauvajot

Margaret with KeenHire offered our YMCA professionals a half-day workshop on best hiring and management practices. Margaret was engaging, personable, and enthusiastic. Her presented material was very beneficial, useful, and practical. Margaret was easy to work with, dependable, and inspiring to our YMCA management team.? May 21, 2010 Top qualities: Personable, Expert, Good Value 1st Rob Sauvajot hired Margaret (Margo) as a Not For Profit Management in 2010

Laura Lynner

?Margaret is a forward thinking leader in the area of executive coaching, training and recruitment.? January 8, 2010 Top qualities: Great Results, Expert, High Integrity

Gil Herman

?I have had Margaret speak to my Vistage groups about the War for Talent and she shared excellent ideas about what's going on in the economy and the recruiting space. Additionally, I have referred Margaret to my clients to help them with recruiting and background checks. All reports have been superlative.? January 22, 2009 Top qualities: Great Results, Expert, High Integrity

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