



# SusanCurtin

## Behind Every **Good Result** is a **Great Insight!**

**A**n award winning organization development professional with over **26 years of experience** assisting organizations with employee engagement, development and succession planning. She is a founding partner at Insights4Results, a consulting firm specializing in Leadership Talent Development and Succession Management, providing consultation, facilitation and executive coaching services.

Susan holds a **Master's degree** in **Counseling** and is a **Board Certified Coach** and **Certified Employee Assistance Professional**. She created and implemented the first internal Employee Assistance Program and Career Development Program for the City of San Diego. She also created the first year-long Management Development Institute for leaders in Health and Human Service Agency, County of San Diego. Susan teaches for San Diego State University, Coaching for Organizational Excellence program.

For booking information, contact Susan Curtin at 619.980.1458 | [susan@Insights4Results.com](mailto:susan@Insights4Results.com)

*Clients and Keynotes Include:*



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Susan is known for her **tenacity, passion** for developing individuals, and her ability to work with others, motivating and inspiring them to carry out the mission and vision of the organization. Ms. Curtin is recognized as a skilled communicator who specializes in facilitating, coaching and training individuals and groups. Susan speaks on these topics:

### **Succession Management:**

#### **Tapping into generational leadership for sustainability**

Recent studies by Accenture, Business Week, the Bureau of Labor Statistics, Deloitte Consulting, and the Harvard Business Review cite an impending shortfall of capable leaders in the mid- to senior-levels. Other research proposes that nearly **50% of top performers are ready to leave** when the recession ends or nears its end. Manpower states 84% of employees are looking for another job this year. Now is the time to take inspired action to tap into the talents residing in your organizations to ensure you have the qualified individuals to step into your current and future openings.

Participants will walk away able to:

- Know how to be a driver for developing future talent in their organizations
- Identify high potentials and increase retention
- Implement strategies and tactics for gaining the value and benefits of succession management

### **Mentoring to make a difference: Leaving a Legacy in your organizations**

Mentoring is a resource available to all organizations whether it is a formal program or it's creating a work culture that fosters informal mentoring. The current generation entering the workplace has grown up receiving constant positive reinforcement; they have an expectation that mentoring will ensure their successful on boarding and retention. Recent articles and books on Generation Y agree that their generation requires lots of feedback, and needs it on a continual basis which is where mentoring fills that need.

- Identify where and when to incorporate mentoring in their organizations
- Identify what qualities and competencies you will look for in your Mentors
- Identify the strategies and resources to implement mentoring in their organizations

**Contact Insights4Results, LLC today** to learn more about how we can support your next event, meeting, or production with the right content and approach!

### **Praise**

*Susan is the consummate professional in every sense. She has a rare and exceptional insight that cuts to the heart of an issue quickly. Her communication skills are first rate, making it easy for her to explain the most complex subjects with ease to any audience. Susan can be counted on to consistently deliver services that are rich in quality, creativity, and effectiveness.*

—Jane Dudas  
Director, City of Poway

*Needless to say, you have had a profound influence on me in many ways. Personally, I learned so much about myself and my professional development via your trainings and presentations, from the entire Managers Development Institute process, and from my personal one on one contacts with you. You will have a legacy here for years to come*

—Ruth Supranovich  
Deputy Director, HHS

*I've known Susan Curtin for over 10 years and she has always been the utmost professional as a trainer, especially in diversity and career advancement training. She keeps presentations lively and keeps the audience engaged*

—Eileen Lohner-Turk  
Division Manager, City of Oceanside