

Tony Deblauwe



- Workplace Expert
- HR4Change Founder
- Book Author
- Blog Writer
- Application Developer

The Bio:

Tony Deblauwe is based in the San Francisco Bay Area. For over a decade, he's worked with global technology and communications companies where his positions have included: **Workforce Planning, Talent Management, Training, and Leadership Development**, among others.

As Founder of the consulting firm **HR4Change** (www.hr4change.com), Deblauwe has earned a reputation for being a unique **Client-Centered Coach**, and **Human Resource, Organization Development Professional**. He's recognized for providing his unique field-tested solutions to **People Management** Issues. Deblauwe is passionate about providing today's employees the tools they need to communicate effectively in a variety of workplace situations.

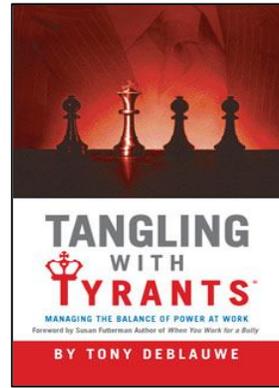
Deblauwe is the author of the award-winning **Tangling with Tyrants® Managing the Power at Work** book series. He also coaches and collaborates with several industry-leading professionals and organizations, staying up-to-date on the latest workplace trends. He notes them in his popular Blog: **Work Babble** (www.workbabble.com), and speaks about work and career trends at local events. He's a regular contributor for social network blogs Brazen Careerist, TrackAhead, and Careerealism. He is often quoted including by media such as TheLadders and CareerBuilder.

Deblauwe received his **Masters Degree in Human Resources and Organization Development** from the **University of San Francisco**. He is also a certified Career, Life, and Executive Coach.

Tony Deblauwe

340 Vallejo Drive #54, Millbrae, CA 94030
Phone: 408-840-1000 Email: tony@hr4change.com

The Book:



Finally - Simple and Effective Tools for Employees Dreading Going to Work Because of Difficult and Demanding Bosses

2010 Gold Medal Winner – Rebecca’s Reads
2009 Silver Medal Winner – Readers Favorite

Tangling with Tyrants® Managing the Balance of Power at Work shows employee’s simple ways to turn things around and build successful outcomes, including guidance on:

- Addressing direct and indirect bad boss behaviors
- Developing the right approach with your boss
- Achieving mutually beneficial outcomes

No one should have to suffer with a Tyrant boss. Author, Tony Deblauwe says, “By applying the simple techniques in his book, you will be equipped with the right tools to handle any boss and create the results you want.” Deblauwe’s second book in the series offers a deeper dive into communication tactics around core management behaviors.

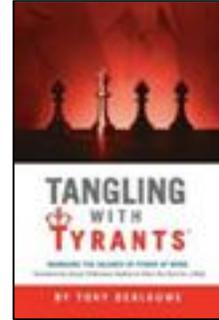
The book series **Tangling with Tyrants® Managing the Balance of Power at Work** is available at Amazon.com.

For questions or to schedule Tony for an interview please contact him directly.

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The Reviews:



"Tangling with Tyrants" is a terrific and practical guide to dealing with bosses and demonstrates a remarkable talent by Deblauwe to understand where key elements of power are focused in the workplace and how to manipulate them to your advantage."

BookReview.com

"Tangling with Tyrants" identifies and explains dysfunctional relationship roles, what behaviors will adversely affect an employee, and actually changing the relationship dynamics with enduring, practical, applicable solutions."

Midwest Book Review

"Tangling with Tyrants," offers hope and alternatives for people who may think quitting is the only option for dealing with a bad boss."

Foreword Magazine

"The first step to overcoming conflicts with management in the workplace is realizing there are options available. "Tangling with Tyrants" succeeds by providing new approaches and realistic outcomes."

Tim Penick

President, Embedded Resource Group

"We have all worked for or dealt with 'tyrants' in our work life. This book provides a framework for assessing the dynamics of the working relationship, and provides methods to deal with the situation."

David W. Harradine

Vice President, ZeroChaos

"Anyone fortunate enough to read the book should take the message to heart. Changing the way in which executives and managers relate to people in their organizations is the key to increased efficiencies, agility, and profitability."

John Anderson

Principal, Glowan Consulting Group

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The Website:

hr4change.com

A **consulting firm** and **business resource** used for personal and corporate development.

Deblauwe developed HR4Change's charter of People, Passion, and Transformation to help individuals and organizations become more effective leveraging a network of specialist practitioners.

The Blog:

workbabble.com

A **work topics blog**, which shares useful information that helps people get the most out of their career and workplace.

Deblauwe created **Work Babble** to bring together "all things work" into one-place and covers topics such as communication, Gen Y workers, work trends, and leadership. Guest posts bring in other expert opinions, and the site also offers reviews on business books, products, and services.

The App:

ipocketcoachapp.com

An **iPhone app** called **iPocket Coach** that provides people manager's scripts for common workplace communications.

Deblauwe developed iPocket Coach realizing managers need to turn to a "coach in their pocket" for straightforward guidance on topics ranging from interviews to feedback.

iPocket Coach will be available for Blackberry users in Spring 2010.

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The Questions:

Deblauwe can provide up-to-the-minute answers to workplace/job related questions, including:

1. Why are companies expressing concern about their employees possibly leaving right now?
2. With little to no salary increases, how can companies keep top talent?
3. What are you hearing from employees about leadership right now?
4. Why is bad boss behavior on the rise?
5. What is one of the most important tips you could offer someone working on their career right now?
6. What's the best way to use social networking to boost your career?
7. Is personal branding a fad?

To schedule workplace expert, **Tony Deblauwe**,
for speaking engagements, interviews, and events:
Contact him directly at
(408) 840-1000 or tony@hr4change.com

The Topics:

Deblauwe can offer a local and international perspective on all hot workforce topics, such as:

- Hiring managers biggest challenge right now
- What's turning good managers into mean bosses and what employees can do about them
- The importance of personal branding when looking for a job
- Why hiring Gen Y makes sense and how to keep them engaged
- Maintaining employee morale in a tough economy
- Steps to achieve extraordinary results in your organization
- Improving interpersonal skills and making the most of your career

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