

# steven smith

Smith has spent the past twenty years exploring the dynamics of great leaders and teams —how they work, think, collaborate, and who they are. The result of his latest work, *egonomics: what makes ego our greatest asset (or most expensive liability)*, is published by Simon & Schuster. Steve has invested nearly two decades into trying to reinvent the way people work. His work has been published in 24 languages in over 50 countries.



Smith's writing, speaking and business ideas have received acclaim from Tom Peters, Ram Charan, Marshall Goldsmith, Harvard Business School, Thunderbird, and embraced by such client organizations as Microsoft, Disney, Baptist Health Care, Hard Rock Cafe, Cox Communications, American Express, and State Farm. With degrees in management, psychology and expertise in team dynamics and leadership, Microsoft Live Meeting featured Smith for two years as top leadership faculty. His work has been featured by *The Dallas Morning News*, *The Arizona Republic*, *The Irish Times*, *BusinessWeek*, *US News and World Report* and *Portfolio*. His success comes from his effort to help teams and companies:

- **cut down on wasted meeting time** and work together effectively because personal and territorial agendas are history.
- reduce turnover because the team **values and accesses diversity** of thought during collaboration processes that **keep people's talents engaged and daily innovation alive**.
- **cultivate a climate safe enough to share water-cooler honesty** during meetings, rather than after—or never
- ask better business questions and rigorously test their assumptions, creating **stronger ideas and fewer wasted projects**.
- **get more strategic work done**, spend less energy chasing pet projects, and accept less excuses about why things don't change.
- **break down barriers that block candor** in meetings and one-on-one discussions and performance reviews.

His business concepts and books have been adopted by several universities across the country as an example of what the real business world is about. He is a founding partner of the management training and consulting firm MarcumSmith, LC.