



Do you possess the six catalytic agents
necessary for change in your organization?

"Companies today need to combine innovation and creativity with an aligned commitment to attainable goals. This involves rewarding difference while encouraging shared attitudes and values. It is the essence of the FISO Factor."

--Blythe McGarvie

Leadership expert Blythe McGarvie can help everyone use the catalytic agents necessary for change to become more effective and influential. Demonstrating the seemingly contradictory skills of fitting in and standing out, McGarvie provides an entertaining, informative, and compelling presentation helping companies integrate leadership principles from the front office to the C-Suite.

McGarvie knows what it takes to develop leaders to respond effectively to changing situations. Her unique perspective and captivating approach can make a difference in YOUR company.

"Blythe McGarvie frames the essential elements for leadership excellence, and creates a compelling, programmatic approach for success."

--Cathryn C. Cranston, Publisher, Harvard Business Review

Drawing upon her hard-won lessons and featuring the valuable insights of many leadership experts, consultants, and academics, McGarvie will show how to step up and release the leaders within any management team. Her approach is distinctly pragmatic and is based on many years of hands-on experience as an executive in the business world. She shares stories that highlight leaders with the courage to embrace change and make a difference at work in a thought-provoking, entertaining and useful manner.

recent press

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FEATURE | Profile

The FISO Factor

Former Fortune 500 CFO says leadership goes beyond 'C suite'

Business is a game where the rules are constantly changing. In order to succeed, you need to be able to adapt to those changes. That's the message of a new book by former Fortune 500 CFO, "The FISO Factor: Winning Strategies for CFOs." The book is a must-read for anyone in a financial role, as it provides a comprehensive overview of the current business landscape and offers practical advice on how to navigate it successfully.



Photo credit: [unreadable]

BUSINESS

FINANCE

WINNING STRATEGIES FOR CFOs



Photo credit: [unreadable]

Corporate Leadership

Board Member: To Be or Not To Be?

By Mark J. Molteni

A corporate board is a group of individuals who are responsible for the overall direction and performance of a company. The board is made up of members who are elected by the shareholders and are responsible for making key decisions on behalf of the company. The board is a critical part of the company's governance structure and plays a vital role in ensuring the company's long-term success.



Photo credit: [unreadable]



These six forces are vital for every FISO Factor Leader...how many do you have?

"Blythe McGarvie incites readers to think about the connections between success, ethics, and financial prowess." —STEVE BALLMER, CEO MICROSOFT

**FIT IN
STAND
OUT**

*Mastering the **FISO** Factor*

*The Key to Leadership Effectiveness
in Business and Life*

BLYTHE MCGARVIE
FOREWORD BY JOE W. FOREHAND, CHAIRMAN OF ACCENTURE

"Blythe McGarvie has produced a well-designed blueprint for developing leadership skills and attaining career and corporate success."

--James M. Kilts, Chairman, Former President & CEO, The Gillette Company

"From a CEO perspective, Blythe's approach is music to my ears . . . a very healthy, integrity-laden, competence-based approach to enhancing one's leadership profile in any situation. It is a most solid model for the corporate world to follow." --Douglas Conant, President & CEO, The Campbell Soup Company

"Blythe distills what really works from real life experience in order to share how to be a successful leader."

--Ram Charan, bestselling coauthor of *Execution* and *Confronting Reality*

SPEAKING TOPICS

Blythe McGarvie delivers instructive and entertaining speeches uniquely tailored for your organization. Half-day or longer sessions can be presented on a variety of topics, including:

★ **Leadership:** Increasingly competitive business environments, ever-growing government oversight, and rapid changes in consumer tastes require today's companies to employ innovative and aligned leaders. Blythe uses her FISO Factor (Fit In Stand Out) approach to help companies build and develop this type of leadership team.

★ **Financial acuity** for success: Learn ways to build a winning finance team and to impart financial principles to non-financial management. Blythe's dynamic approach to leadership motivates executives, managers and all levels to deliver improved performance and results.

★ **Worldwide business:** Seize opportunities and manage the risks -- known and unknown. Making acquisitions and establishing partners to source products in countries like China, Japan or Finland can be challenging. McGarvie shares her experiences to help your management consider some of the pitfalls and hidden benefits of business in non-US markets.

★ **The Board of Directors Matters:** McGarvie provides a compelling speech on how you can see signs that your board members are working well or ineffectively when the company -- or your team -- confronts critical decision points in the business.

★ **Best Practices:** This program describes how to build shareholder value while staying ahead of the competition and retaining your best employees. In a five-year period as CFO at Hannaford Bros. Co., Blythe oversaw the company's share price increase from \$16 to \$73. She will share how, as the CFO with responsibility for Information Technology, she developed techniques for leveraging human and investment capital.

BLYTHE J. MCGARVIE

Blythe McGarvie is a proven leader. She has operated profitable business units and managed employees in business endeavors from China to Chile, France to Finland. She has been CFO of a Fortune 500 company in the US and of a leading consumer goods company in Paris. She is the author of *Fit In Stand Out*, subtitled *Mastering the FISO Factor: The Key to Leadership Effectiveness in Business and Life* (published by McGraw-Hill in October 2005). This book has reached wide distribution in the United States and has been published in Spanish and Russian language versions. Reviews can be found in numerous US and Canadian publications, a sample of which are on www.FISOFactor.com.

Blythe McGarvie has been in the public eye for the past decade. One of only ten women Chief Financial Officers in the Fortune 500 in 1995, McGarvie appeared on the cover of CFO magazine in an issue highlighting leading CFOs and up-and-coming female executives. Other magazines have featured her on their covers. As a foremost expert on business success and trends, she has been interviewed by leading media outlets, including the *New York Times*, *Fast Company*, *Inside Business* and corporate-sponsored webcasts.

Since 2003, Ms. McGarvie has been President and Founder of Leadership for International Finance, a private consulting firm offering a global perspective for clients to achieve profitable growth and providing leadership seminars for corporate and academic groups. She excels at developing leaders and responding effectively to changing situations as a result of her extensive corporate experience and her service on numerous boards, including Accenture, Pepsi Bottling Group, St. Paul Travelers and Wawa.



To book Blythe McGarvie for your group,
call 757.345.3565 or visit www.fisofactor.com

