



Selected Endorsements for Paul Baffes

KEYNOTE AND WORKSHOP ENDORSEMENTS

- Keynote Speech, "Work-Life Balance: How to be Wildly Successful at Both," IBM Canada Montreal Regional Technical Exchange Conference, May 2008.
"On behalf of the organizing team for the Montreal Regional Technical Exchange, I would like to thank you for the outstanding job you did at presenting Work Life Balance at the conference in late May. Your intriguing, motivating and entertaining keynote presentation was a great hit with the audience. Work-Life is critical to IBM's success...I hope you will continue to spread the word at all levels in IBM."
Tom Wheatley -- IBM Distinguished Engineer and Executive, Technology Delivery, IBM Canada

- Keynote Speech, "Annual Innovation Awards" IBM Ireland
"As the Innovation manager on the Campus, I would like to thank you for visiting us in Ireland to be the Keynote Speaker at our Annual Awards ceremony. The feedback I have received from everybody in the organisation was fantastic. I can still feel the energy more than a week after your visit."
Alex Ingle – Strategy, Development and Innovation Mgr, IBM Technology Campus, Dublin Ireland

- Web Seminar, "This is how Dads are Doing it," Working Mother Magazine Web Seminar Series, September 12, 2006.
"Great Seminar! I wish my company would make people take such a course on work/life balance."
[comment from participant in reference to course mentioned in my presentation]

"I'm happy that IBM offered this and other seminars on worklife balance...and information for Dads. It is really important for me to have an employer that cares." [comment from participant, note I was participating as an IBM representative, and seminar was sponsored by IBM]

- Motivational Speech, "Work/Life Balance from a Man's Perspective," Rocky Mountain Women's Networking Group, October 2004
"Phenomenal presentation. Our in-box has received glowing reviews."
Janet Carter – IBM Rocky Mountain Women's Networking Group

"I could not let the afternoon go by without thanking you for such a great presentation. All of the things you talked about...I feel as though I'm right there experiencing every moment!! Your perspective was so uplifting and truly made my day."
Karen Miller, IBM Senior Certified Project Manager

- Motivational Speech, "The Secret to Work-Life Balance," IBM SAC Talk Radio, June 2005
"Your talk was perfect. I've gotten a ton of thank you notes...one person has hung your 5 principles on the wall of her cube!"
Dr. Lillian Davis – IBM Regional Manager, Global Administration Services
(SAC = Senior Admin Council)

"You are inspiring and your enthusiasm is contagious! I really enjoyed your work-life balance presentation"
Cathie Fransen – Adm. Asst. to IBM Executive of Corporate Community Relations

"I'm sure I speak for many; I really enjoyed your call. You've helped me find answers. Thanks, so much!"
Louise Novak, IBM Corporate Legal

- Motivational Speech, "Innovation and Work-Life Balance", 500 IBM Sales Top Talent Webcast, May 2006
A great value to our top-talent employees who participated!!! Paul - thank you so very much!!!!
Eileen Inglis, IBM HR Partner

Listening to Paul is better than Red Bull! I always leave super motivated
Heather Pacaro, HR Partner, IBM Systems and Technology Group Sales

Webcast survey results:

Was the webcast useful and informative? (98.9% favorable)

Will the information provided help you in your development at IBM? (97.8% favorable)

Would you like to see similar webcasts in the future? (98.8% favorable)

How would you rate the speaker? (98.8% favorable)

- Motivational Speech, "Work-Life Balance," Austin IBM Women's Day, March 2006
"I would be interested in hearing Paul speak about this topic in any venue (department meeting or otherwise). My friend came away really impressed with him and she usually does not describe people that she encounters [in WLB] with such enthusiasm."
Maneesh Sharma, Engineer IBM System p Platform Architecture

- Invited Speech, "Work-Life and Innovation: Finding The Time to Innovate", Enterprise Architecture Executive Council (council of CIOs of Fortune 500 companies), January 2008

"A great success! We look forward to more of the same in the future."
Joel Whitaker, Executive Director

Post event survey:

"We had 501 participants dial in and 83 over-the-phone responses to the survey. The result was a total GPA of 3.40 which is outstanding compared to our average of 3.18"

- Invited Webinar, "Work-Life Balance for Techies", IBM Academy of Technology (for 14,000 technical employees), January 2008

"What a great presentation! Ironically, I really wanted (and needed) to attend this seminar, but always felt I didn't 'have the time.' I'm so glad I took the time for this."

Sue Lipiec

Team Lead, State of Texas Data Center Services

BOOK ENDORSEMENTS

"I desperately needed advice concerning a life that I felt was spinning out of control. I read your book and have found your insights to be groundbreaking. I can't wait to apply your tenants toward a better balanced life."

Dr. Tom Phalen, Intellectual Property Litigation Specialist, Kaye Scholer Attorneys At Law

"Send me another copy! I have given your excellent book to my boss and I need to get an additional copy for me, as I absolutely want to keep this book as one of the regular ones to which I refer from time to time."

Benoît Lambillotte, Director Small / Med. Business, IBM Belgium, Netherlands, & Luxembourg

“A must read for anyone who wonders how to do it all while remaining sane.”

Dr. Keri Pearlson, Founding Partner, KP Partners

“Anyone who wants to be ‘successful’ at work, life, and love, has to read this.”

Dr. George Dempsey, author of internationally sold book Rescue Your Marriage...Now!

“I was amazed...Paul's book had an immediate impact on my life within the first week of reading! I highly recommend it to any business owner who faces the constant pressure to produce results.”

John Yates, President and CEO, The Yates Group

“I could not put the book down; it was like reading about myself. Thank you for the practical advice – a fantastic book!”

Hanne R Sorteberg

IBM Norway, Financial Services Sector

“I found myself smiling repeatedly as you articulated, much better than I could, point after point that I've been trying to get across to now grown children for years. Your book is now on their required reading list, and hopefully they'll listen to you... I'm not sure they've heard a word I've said :-)”

John Heckerth

Manager, IBM Tivoli Web Communications

“Once I picked up your book I had trouble putting it down. I learned so much and now can't wait to start using the lessons every day. I'm going to recommend this to everyone I know.”

Jaime Contreras

Manager, Distributed Systems Management, Austin, Texas

“Down to earth examples, real life stories, inspirational statements everywhere all make this book a compelling guide for success in work and life. The author makes very tough philosophies into simple things that can be effortlessly applied in life.”

Ponmudi Rajamanickarn, IBM CHQ, Enterprise On Demand, BT/IT TWE CoE IT Consulting Architect, Application Consultant, IBM

“When your book arrived, I read it cover to cover, laughing most of the way. It was one of the ‘best trips’ I have taken in quite some time. Thank you.”

David Roxin, Senior IT Architect, IBM

COURSE AND 1-TO-1 COACHING ENDORSEMENTS

“Thank you for your coaching; it has truly changed my life.”

Jeff Berkowitz, Senior IT Architect, IBM CIO

“Every manager at IBM would benefit from Paul's work-life balancing class. It should be a required experience.”

Charles Senabulya, Manager, Software Sales, UK & Ireland Region, IBM

“Paul's class was fantastic. I'm proud to work at a company that would make this kind of experience available to me.”

Utz Brenner, Partnership Manager, IBM SouthWest Europe Region

“Thank you very much for the wonderful experience of the last 10 weeks. It has helped me un-clutter my life and stay focused on the goals I want to achieve. I would strongly recommend this to all IBMers who aspire for more productivity”

Harini Chittor, Executive, Healthcare and LifeSciences, IBM Global Services

“I used to wonder why I never had the time to do the things I wanted to do. Paul's techniques gave me the practical advice I needed to take back control of managing my time. Thank you Paul...it has made a big difference!”

Tony Carrato, Executive IT Architect, IBM

“Being able to manage, prioritize, and deliver under today's pressures can be difficult without a proper mental framework. This course provides that framework. In particular, I think new hires, new managers, and Next Geners would find this extremely useful.”

Matthew Ivis, Government Programs Manager, IBM Canada

“This is the first time I have been able to take this effort [work-life balance] seriously. Now, after this experience, I am looking at the things surrounding me in a different way, and find I have higher quality on my 'deliverables', both in work and life. No kidding!”

Rossana Sanguinetti

Professional Development Manager – IBM Global Services, Venezuela

“The time I spent in class I have more than made up for in increased productivity. I didn't feel I was totally out of balance when we started, but I sure feel I'm in better balance now and I am very optimistic that I will be able to stay in that kind of shape in the future.”

Charles Buckmaster, Manager, Field Technical Operations, IBM Global Services

“This is not a magic act. It is sound advice with examples that illustrate how we can cope with getting your job done AND enjoy our life outside of work. Most important here is that you have to EMBRACE the concepts, accept that they are true, and be willing to execute without fear of failure. You have to give yourself permission to put yourself first.

I used to let work deliverables always take precedent over events in my life that were outside the scope of my job. This course helped me realize that I can be happy and fully productive at work and at home and not sacrifice anything in either area.”

Ray Miller, Bus. Trans. - Senior Strategist - Enterprise Integration IT Strategy Consultant : IT Transformation & Optimization, IBM

“I have greatly benefited by listening to others share their work/life balance experiences. I have modified my thinking/scheduling to be more effective at work and home. I highly recommend this class!!!”

John Miller, IBM CHQ, Enterprise On Demand BT/IT BP BT/CIO CIO On Demand Enablement I/T Architect Application Architect : Enterprise Architecture, IBM

“What I learned is that w/l balance is really appreciated by IBM and that making personal decisions does not conflict the interest of IBM. You do not need to feel guilty to be selffirst. It makes life a lot easier. It is a kind of mutual interest. Teach the rest of IBM too, so everybody gets the same attitude.”

drian Maarleveld, Global Business Services, Enterprise Architect, IBM

“Paul is a very experienced coach with an entertaining way of teaching and asking key questions that make you think and consider things with a new and refreshing approach.”

Martine Coombes, IBM Sales & Distribution, BT/IT CIO Integration Architecture, Global CPT application aligned architect, Enterprise Appl. Arch. Business Architect, IBM

“Excellent course. I would highly recommend it to anyone that is interested in living a ‘good life’.”

Kyle Frohling, IBM CHQ, Enterprise On Demand, Manager, Enterprise Architecture, People Manager, IBM