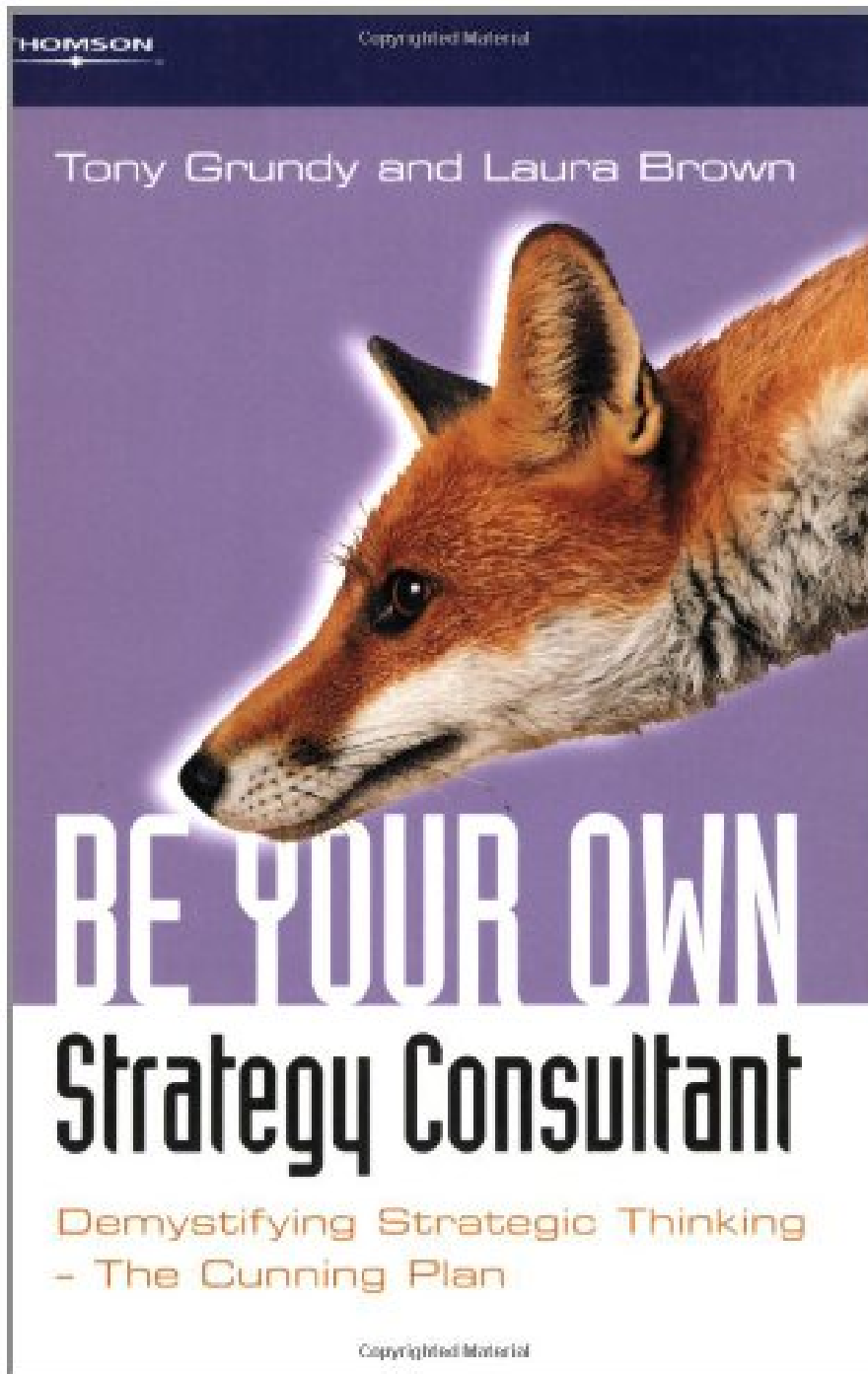


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## **About the Author**

Tony Grundy is an independent consultant and Senior Lecturer at Cranfield School of Management. He is the author of several best-selling books, as well as articles on HR strategy in leading management journals.

Laura Brown lives in Massachusetts with her quirky abnormal family. Her husband s put up with her since high school, her young son keeps her on her toes, and her three cats think they deserve more scratches. Hearing loss is a big part of who she is, from her own Hard of Hearing ears, to the characters she creates.

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