

The Research Behind the ICES Certification™ Program



Employee Engagement Research

- * Professor Wilmar B. Schaufeli from the University of Utrecht, Netherlands and distinguished Research Professor at Leuven University, Belgium
- * Professor David Guest, of Kings College London, UK
- * David MacLeod, Co-Chair of Engage For Success Movement, Co-Author of "MacLeod Report" on Employee Engagement, Professor Cass Business School, UK
- * Nita Clarke, Director of the Involvement and Participation Association, Co-Author of "MacLeod Report" on Employee Engagement, UK
- * Ass. Professor Kerstin Alfes Department of Human Resource Studies, Tilburg University, Netherlands
- * Professor Rick Delbridge of Organizational Analysis in Cardiff Business School at Cardiff University, UK
- * Asst Professor Amanda Shantz the School of Human Resource Management at York University, Canada

Neuroscience Research

- * David Rock, PhD, coined the term 'Neuroleadership' and is the Director of the NeuroLeadership Institute, Bestselling Author of *Your Brain at Work*
- * Professor Angelika Dimoka at Temple University, Philadelphia PA
- * Professor Alan Sved, University of Pittsburgh, Pittsburgh, PA
- * Professor Michael Gazzaniga at UC Santa Barbara CA
- * Professor James McGaugh at UC Irvine CA
- * Adj. Professor Judith E Glaser at Wharton, University of Pennsylvania, PA, CEO of Creating WE, bestselling Author of *Conversational Intelligence*
- * Paul J. Zak PhD, Neuroeconomics, University of Pennsylvania, PA

ICES Certification Program has been pre-approved and accredited by the international HR Certificate Institute



Positive Psychology Research

- * Martin Seligman, Director of the Penn Positive Psychology Center and Zellerbach Family Professor of Psychology in the Penn Department of Psychology, Director of the Penn Master of Applied Positive Psychology program, author of 275 scholarly publications and 20 books
- * Tal Ben-Shahar (PhD) Professor at Harvard University, Co-Founder and Chief Learning Officer of The Wholebeing Institute, Potentiallife, Maytiv, and Happier.TV
- * Shawn Achor (PhD) at Harvard University, CEO of Good Think Inc., Bestselling Author of The Happiness Advantage & Before Happiness, Top 20 TED Talk speaker
- * Professor Anthony Ahrens at American University in Washington, DC, Director of the Emotions and Positive Psychology Lab
- * Kim Cameron, Ph.D. University of Michigan, Ann Arbor, MI, Author of Diagnosing and Changing Organizational Culture and Leading with Values
- * Barbara Fredrickson, Ph.D University of North Carolina at Chapel Hill, Kenan Distinguished Professor of Psychology and principal investigator of the Positive Emotions and Psychophysiology Laboratory
- * Michelle Gielan, Bestselling Author of *Broadcasting Happiness*, Founder of the Institute for Applied Positive Research

Additional Research

- * Howard Martin, Executive Vice President, HeartMath LLC, Co Author, The HeartMath Solution, Global Coherence Initiative Steering Committee Member
- * Phillippa Lally, ESRC Postdoctoral Research, University College London
- * Stephen R. Covey, DRE Brigham Young University, most known for his bestselling book *The Seven Habits of Highly Effective People*
- * Professor Robin Dunbar, Evolutionary Anthropology at University of Oxford, UK
- * Professor Rosabeth Moss Kanter, Harvard Business School, Cambridge MA
- * Professor Mihaly Csikszentmihalyi, Distinguished Professor of Psychology and Management at Claremont Graduate University, created the psychological concept of flow

Amazing Company Research

Interviews and meetings conducted with various founders, executives, managers, and employees:

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| * Virgin | * PUMA | * Southwest Airlines | * HCL Technologies |
| * TOMS | * Zappos | * Ben & Jerry's | * Patagonia |
| * John Lewis | * H&M | * Whole Foods | * IKEA |
| * and many others... | | | |

Current Reports Research

Researching the latest documentation and reports from the following organizations to stay up to date.

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| * Gallup | * Deloitte | * McKinsey & Company | * Harvard University |
| * Bersin | * PWC | * Right Management | * and more... |

