

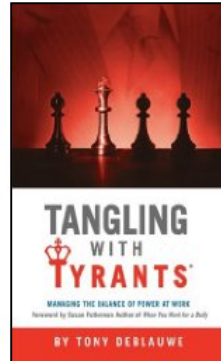
Media Essentials for:

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How to Deal with a Bad Boss

Tony Deblauwe, Founder of HR4Change and author of the Tangling with Tyrants® book series on managing a difficult and demanding boss, provides his expertise on workplace issues, career and personal development, and business guidance to individuals and corporations.



Tony connects with people on key issues:

Why bad boss behavior exists.

How to change the relationship with your boss whether he's a bully or simply incompetent.

How to increase your job satisfaction.

How to change your thinking and approach to create work and life balance.

Why understanding power is the key to influencing up.

Why being grounded is scarier than applying fear tactics.

What behaviors kill your career growth.

How to avoid the HR office.

Why the global workforce will always be a threat and what you need to know to stay relevant.

How to be a change agent and get others to see it.

About Tangling with Tyrants®

Do you dread going to work because of a difficult and demanding boss? Quitting isn't always an option and feeling like a victim of a bad boss only robs you of productivity, job satisfaction, and power.

Workplace expert and career coach Tony Deblauwe has spent years coaching weary employees how to manage a difficult boss, and he has compiled his experiences into this indispensable guide.

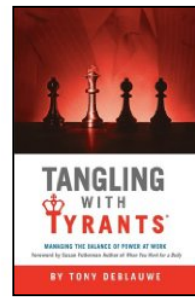
Tangling with Tyrants® Managing the Balance of Power at Work offers practical techniques that show you how to build a process that turns things around and build successful outcomes, including guidance on:

- Addressing direct and indirect bad boss behaviors
- Developing the right approach with your boss
- Achieving mutually beneficial outcomes

You shouldn't have to suffer with a Tyrant boss. By applying the techniques in this book, you will be equipped with the right tools to handle your boss and create the results you want.

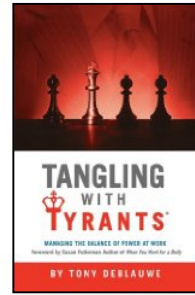
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Distributors: Ingram, Baker & Taylor



Sample Questions for Tony

1. **Tough economy, tougher problems:** Why is the traditional working environment changing as we know it?
2. **Global Reach:** How can I compete effectively in a virtual, multi-cultural, multi-generational work world?
3. **Bad Boss Blues:** Why is bad boss behavior on the rise? What exactly is a Tyrant manager?
4. **Right AND Left Brain:** Why is emotional intelligence so important to today's managers and leaders?
5. **Power:** How can I increase my ability to influence up?
6. **Art of Communication:** What's the secret of great communicators? What are the behaviors I can do to improve my communication skills especially with my boss?
7. **Process Not Events:** What's the best way to show my boss I'm a partner not a pair of hands?
8. **Making Things Worse:** Shouldn't I threaten to sue my company over my manager's conduct?
9. **Job Market:** What is the real hiring landscape and how do I make sure I remain valuable?
10. **Life Balance:** With the stress of my boss, my work and home life, what's the best way for me to get organized?
11. **Value Add:** Does Tangling with Tyrants speak only to employees or can managers benefit as well?
12. **Differentiators:** What makes your book unique from similar books on the market?
13. **Background:** Why did you write the book?



Selected Book Reviews

“Tangling with Tyrants” is a terrific and practical guide to dealing with bosses and demonstrates a remarkable talent by Deblauwe to understand where key elements of power are focused in the workplace and how to manipulate them to your advantage.”

BookReviews.com

“Tony Deblauwe's Tangling with Tyrants®: Managing the Balance of Power at Work is written in an easy to read and understand manner. The information shared within the pages can be an invaluable tool. I strongly recommend this book for all HR departments, employees, and bosses. Overall, this is an excellent read and a great tool.”

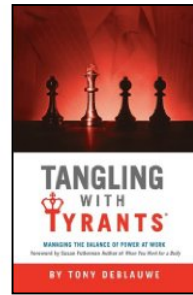
BookReviewsByDebra.com

“The first step to overcoming conflicts with management in the workplace is realizing there are options available. Tangling with Tyrants® succeeds by providing new approaches and realistic outcomes.”

Tim Penick, President, Embedded Resource Group

“We have all worked for or dealt with ‘Tyrants’ in our work life. This book provides a framework for assessing the dynamics of the working relationship, and provides methods to deal with the situation.”

David W. Harradine, Vice President, ZeroChaos



Testimonials about Tony

“Tony is the consummate HR professional who has an expert and personal touch in managing the needs of the company and the employees to build mutual growth. He has a passion for making things better and also a strong creative drive which he brings to all his engagements.”

*Winston Choe, CEO
Innoscape*

“Tony is the best example of an HR partner I've ever worked with. He not only knows good management and personnel practice, but he is entrepreneurial and has a keen interest in understanding the business as well as the people.”

*Steve Siegel, Director
Nokia*

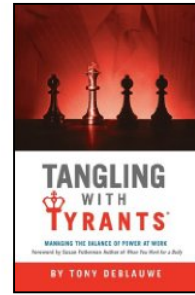
“Tony is a very competent and resourceful HR professional. He has the cross-cultural awareness required of today's global leaders and is an asset to any organization requiring global HR competence and coaching skills.”

*Carolyn Feuille, President
Esprit Global Learning*

“Tony really understands the balance of the needs of the employee and the knowledge organization.”

“Tony provided creative insights into how organizations capture informal learning as part of the knowledge database.”

*Comments from attendees
Southbay Organizational Development Network panel on the Future of Learning &
Development
May 4, 2009*



Biography - Tony Deblauwe



Tony has practiced Human Resources for nearly 15 years covering large, mid-size, and start-up companies. Author of the Tangling with Tyrants® book series, he is an expert on workplace issues, organization development, leadership, and people management. His experience coaching managers and employees through change activities, as well as talent acquisition and succession planning, has earned him the respect of several public and private firms.

Tangling with Tyrants® is a unique coaching system that shows employees how to create an effective communication strategy to deal with a difficult and demanding boss. The books provide field-tested, practical solutions for improving ways of working and transforming the boss-employee relationship. The result is improved productivity and job satisfaction.

Tony is a certified coach and collaborates with thought leaders on a range of important trends impacting work. Tony has presented at several industry events including the Northern California Human Resources Association, the Southbay Organizational Development Network, and Career Directors International. He has also written articles for CareerSource magazine. He judged the 2008-2009 World's Best Resume Writer contest managed by Career Directors International. He will soon host the Worklifetrends radio program on Blog Talk radio in Fall 2009.

About HR4Change

HR4Change (www.hr4change.com) is a Human Resources company offering a range of consulting services including resume writing, career development, recruiting, executive coaching, and small business promotion. Tony partners with consultants in several fields to bring together customer needs with the right expertise. The result is a one-stop shop for individuals, HR, and business leaders to find the right skills and knowledge when they need it.