Named in 2012 as one of America’s top Thought Leaders in Trustworthy Business Behavior, **David Gebler** is an innovator of new approaches to link culture, ethics, values and performance.

With over 20 years’ experience advising global organizations such as Boeing, Staples, Sun Life Financial, Schering-Plough and MolsonCoors on how to reduce people-based risks while improving productivity and corporate reputation, David is a pioneer in values-based assessment and training. David teaches at Suffolk University, hosts the Ethics Culture and Performance Blog at managementhelp.org, and has appeared on CNN, CNBC, and WGBH.

A business lawyer by training, David received his J.D. from the University of California in Davis. As an attorney in private practice with firms such as Proskauer, and as corporate counsel for Gamma International, David gained extensive experience in both bank regulatory and software licensing issues. He worked in Israel for CBS Records International as Director of Business Affairs and as a staff lawyer for El Al Israel Airlines.

As a senior practice leader and strategist, David works with clients to understand how their culture affects compliance and performance risks, and then to develop strategies to reduce those risks by aligning the values of the organization with business goals. He helps create leadership strategies as well as training and communication initiatives targeted to the client’s specific risk factors.

*I have seen David Gebler put these powerful ideas into action and they work. Helping to evolve companies of today to meet the challenges of tomorrow.* – Shira Goodman, Executive Vice-President, Human Resources, Staples, Inc.

**The 3 Power Values**

Everyone is talking about corporate culture, but leaders struggle on how to link it to performance. And yet, without effectively managing culture, leaders are wasting valuable resources that can make the difference between success and failure. *The 3 Power Values* presents a breakthrough model that permits leaders to measure and manage their organization’s culture. To create a fully aligned high-performing culture, leaders need only focus on nurturing three catalyst values: Commitment, Integrity, and Transparency.

*I have worked with David Gebler for over 7 years and with “The 3 Power Values” he is once again at the forefront of driving positive cultural change in organizations. A must read.* – Vincent Brockman, EVP, General Counsel, Chief Ethics & Compliance Officer, The Scotts Miracle-Gro Company

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dgebler@skoutgroup.com • www.skoutgroup.com • 617.314.6280
**You know you’ve chosen the right speaker when you end up using one of his slides for your closing remarks. The points you made...really hit home with me and my colleagues.”** – Steve Loranger, Chairman & CEO, ITT Corporation

David has engaged audiences in client workshops, industry conferences and keynote addresses. Current speaking topics include:

**Is Your Culture Costing You Money?**

Discord in your organization’s culture is the reason why strategy isn’t implemented and you may be failing to adequately manage risks. Do you know the cost of not addressing culture-based challenges? David shows how culture is at the root cause of most organizational challenges and what leaders can do to effectively measure and manage this powerful force inside your company.

**Why do Good Employees do Bad Things?**

Do you know what would cause a good person, like you, to do bad things? In an engaging interactive presentation, David shows how human nature can lead us down the wrong path, even with the best of intentions. By showing how we can measure and manage our values, David highlights the most common roadblocks that organizations put up that make it hard for good people to do good things, and what can be done to clear them away.

**Managing Intangibles: How to Make Culture Matter**

Everyone is talking about corporate culture, but leaders struggle on how to link it to performance. And yet, without effectively managing culture, leaders are wasting valuable resources that can make the difference between success and failure. *The 3 Power Values* presents a breakthrough model that permits leaders to measure and manage their organization’s culture. To create a fully aligned high-performing culture, leaders need only focus on nurturing three catalyst values: Commitment, Integrity, and Transparency.

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David Gebler

CORPORATE EXPERIENCE

Skout Group, LLC., Boston, MA 2008 - Present

President:
- Co-founded with Sage Partners a consulting and advisory firm focusing on helping organizations harness their intangible assets and improve non-financial performance metrics.
- Obtained exclusive North American license for Management Drives and, as a certified master trainer, leads certification workshops for consultants.
- Certified Part I trainer for Corporate Transformation Tools developed by Barrett Values Centre.

Working Values, Ltd., Boston, MA 1993 - 2008

President: Working Values (1993 - 2008)
- Founded and managed an innovative communication and training company which began specializing in business ethics issues in 1996.
- Develops and leads ethics workshops and training for Boards of Directors, executive leadership teams and managers for global organizations.
- Lead comprehensive compliance program management initiatives integrating establishment of required compliance standards with training and communication elements to ensure compliance.
- Developed and deployed ethics and compliance training programs for Fortune 500 clients up to 250,000 employees in 100 countries.
- Developed award-winning training videos, including DILBERT Business Video series
- Managed a team of 10 employees with annual sales of $2.5 million
- Pioneer in creative training programs, such as being the first licensee of the DILBERT characters in 1993 with exclusive rights in corporate communications and training.
- Sold company to SmartPros Ltd. in 2003 and continued managing operations as wholly-owned subsidiary.

Senior Vice-President; SmartPros, Ltd. (2003 - 2008)
- As a senior officer participated in initial public offering (trading on AMEX under symbol PED) in 2004
- In role as chief ethics officer, worked with Board and Audit Committee to develop best practices ethics program.

Gamma International Ltd, Billerica, MA 1992 - 1993

Corporate Counsel
- Managed legal department in NASDAQ traded public company engaged in the Indian gaming and lottery industry.

El Al Israel Airlines, Ltd., Ben-Gurion International 1989 - 1990

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David Gebler

Airport, Israel

**Staff Attorney** in Legal Department of Israel’s state airline
- International contracts and aircraft landing rights agreements.

**Tapuz Music, Ltd., Jerusalem, Israel 1989 - 1991**

**Founder and Managing Director**
- Music publishing company representing global music publishing interests in Israel
- Produced local recordings and sold publishing rights of major Israeli songwriters in US and UK.

**NMC Music Ltd. (formerly CBS Records International), Holon, Israel 1988 - 1989**

**Director of Business Affairs**
- Responsible for negotiating artist contracts and international license agreements for Israel's largest record company
- Managed artist and music publishing royalty department

**LEGAL EXPERIENCE**

**Wolf, Greenfield & Sacks, Boston, MA 1991-1992**

**Associate, Intellectual Property**
- Intellectual Property and Entertainment lawyer specializing in domestic and international trademark and copyright issues, and serving as corporate entertainment counsel

**Proskauer Rose Goetz and Mendelsohn, Los Angeles, California. 1986-1987**

**Senior Associate in Corporate Department.**

**Buchalter, Nemer, Fields and Younger, Los Angeles, California. 1984-1986**

**Associate in Bank and Finance Department.**
- Specialized in secured real and personal property lending transactions, loan work-outs and restructuring, bank regulatory compliance, commercial paper and bank deposits and collections.
David Gebler

EDUCATION

University of California, Davis, CA 1984

Juris Doctor

Member of Law Review and Jessup International Moot Court Team

University of California, Los Angeles, CA 1980

BA, Department of Political Science, Minor, Economics

Magna Cum Laude Distinction. Dean's List and Member of Honors Division

TEACHING

Senior Lecturer, Suffolk University, Graduate Program in Ethics and Public Policy

SPEAKING

♦ Ethics & Compliance Officer Association, 2001-2012
♦ RAND Corporation, Symposium on Ethical Culture 2012

♦ Division 1-A Athletic Directors Conference, 2004

PUBLICATIONS

The 3 Power Values: How Integrity, Commitment and Integrity Clear the Roadblocks to Performance (2012 Jossey-Bass, an imprint of Wiley)

Creating a Culture of Compliance, Ark Publishing 2011

Assessing and Managing an Ethical Culture, 2010 Corporate Compliance Answer Book, Practising Law Institute

PERSONAL

♦ Married, four children
♦ Languages: Hebrew
♦ Past President, Striar Hebrew Academy
♦ Past President: Young Israel of Sharon Synagogue
♦ Eagle Scout, Boy Scouts of America

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