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**Michelle Smith**

VP of Business Development

O.C. Tanner

A highly accomplished international speaker, strategist, and author on performance improvement; **Michelle Smith** is a respected authority on leadership, workplace culture, employee engagement and talent. She’s published and presented more than 1,200 articles and lectures and is a trusted advisor to many of the world’s most successful organizations and the governments of the UK and the US. Whether she's lobbying Congress or accepting the title of one of the "Ten Best and Brightest Women in the Incentive Industry," Michelle has worked in every facet of recognition and incentives. As a Certified Professional of Incentive Management and Certified Recognition Professional, Michelle has the credentials to back her experience as well. Well known for her work on human capital management, and improving incentive and recognition programs by leveraging technology. Michelle is a sought after recognition industry leader and consultant. Currently she serves as the President of the Board of Trustees of the Forum for People Performance Management and Measurement at Northwestern University, among other prestigious board positions past and present.