



JIM KARGER has worked with employers who value and take responsibility for employee satisfaction and happiness and

who desire to reap the rewards of increased productivity and decreased turnover that result from a more satisfied workforce. Among the things Jim consults on worldwide:

- Evaluating workplace, culture, identify strengths and weaknesses, and working with employers to create engaged employees.
- Develop internal communication programs.
- Train managers and supervisors to **CREDIBLY CONNECT™** with their workers and with each other.
- Has helped more than 100 companies maintain non-union status, not by traditional negative campaigning, but by changing the workplace culture, thereby making unions unnecessary.
- Assists executives develop a broader vision for their firms and their employees, preparing speeches and articles that express this broader vision.

Jim Karger and his unique approach to employee relations has been the subject of articles in the **Wall Street Journal**, **Business Week**, **Texas Business**, **The Texas Lawyer** and many other publications. After more than 30 years as a valued advisor to hundreds of companies and industry associations, he has developed a systematic approach to improve communications, relationships, and connections in the workplace. He is a popular speaker and facilitator on workplace topics including **“Transforming Your Workplace As If People Mattered,”** **“Doing the Right Thing - Maintaining Your Non-Union Status For The Right Reasons.”**

He spent most of 2000 and 2001 contemplating what he had learned in his 25 years advising employers on workplace issues and wrote the book, **“Why Work Isn’t Working Anymore - Tools To Transform Your Workplace As If People Mattered.”** The second edition of this popular book is due in 2008. Since its publication, he has introduced companies and thousands of managers to his philosophy of the workplace and the tools that support empathetic, relationship-based management. In 2004, the tools were automated and are now provided to employers and their managers online via Internet or Intranet.

Karger’s workplace philosophy includes the following principles:

- Work need not be drudgery, but can and should be enjoyed.
- Work is not more than a paycheck in most workplaces, but should and can be more
- Paying a competitive, living wage that provides a decent standard of living is a moral obligation of every employer.
- Money and traditional benefits, beyond that which provides for basic needs and is competitive, internally and externally, is not the answer to long-term human satisfaction.
- The dynamic that brings satisfaction, contentment, and happiness in our workplaces are our relationships with each other relationships based in care, compassion, and concern.
- The traditional duality of management and labor, salaried and hourly, white collar and blue collar, and all other historically distinguishing differences are unimportant and serve only to create friction, misunderstanding, and resentment.
- Our differences inside and outside the workplace are insignificant, and that what matters is our sameness as human beings, each needing to be heard, understood, and cared for by others.
- Continuing to do the same old things in the same old ways leads to the same old results.
- A continuing downward spiral in the satisfaction of the western workforce.
- Behaviors can be modeled that in their natural course results in everyone being heard and understood, with empathy arising out of that understanding, and from this empathy meaningful relationships developed that provide most of the happiness we experience in our lives.

Described in the Wall Street Journal as **one of the best at what he does**, Karger is no apologist for corporate America. He puts aside political correctness to observe the American workplace as it is and provides practical ways to make it better.

Jim lives in San Miguel de Allende, Mexico, and is a principal in the **SAN MIGUEL LEADERSHIP INSTITUTE**. His wife, Kelly, runs **Save A Mexican Mutt**, an animal rescue that takes dogs off the streets of Mexico, provides them food and medical care and then finds homes in Mexico and the United States for these animals.