



Recognition University

Speaker Biographies



Mike Byam is the author of *The WOW! Workplace*, and Executive Managing Partner of Terryberry, an international firm that specializes in implementing and managing employee recognition programs. Mike is a frequent speaker on the topic of employee recognition to HR professionals and business groups around the world. He has also consulted with hundreds of organizations - from family businesses to Fortune 500 companies - to develop recognition strategies for employee retention and performance improvement. When he is not busy championing the advancement of employee recognition awareness around the globe, Mike spends his time competing in Ironman triathlons and additional marathon events. His experiences lend him a unique perspective on personal motivation and inspiration, and how they affect everyone in today's fast-changing workplace.

Mike earned his M.B.A. from Chaminade University Honolulu.

He attended Hope College in Holland, Michigan for his undergraduate studies.

"...the HIHRC board is STILL talking about what an excellent presentation he did for our group. I seriously think he is one of the best presenters I have seen in several years!"

- Dawn, Heart of Illinois HR Council

"First of all I wanted to let you know that from the feedback I heard, everyone loved Mike as a speaker! So much so, we want to have him again!"

- Cheri, Savannah SHRM



Alex Allion is the Western Regional Manager for Terryberry Company, an international firm specializing in employee recognition systems. Alex brings shy of 20 years of experience in the field of recognition. He has spoken extensively to business leadership groups on the topic of effective recognition and has consulted with hundreds of organizations to provide strategies for developing and implementing recognition programs that retain talented workers and improve business performance.

"Great presentation. Creates a new way to explore recognition opportunities."

- hr.com Webcast Attendee

"Very informative. Gave me lots to think about and some work to do."

- hr.com Webcast Attendee