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Larry Mietus is the Founder of Speaking of Strategy. He is an independent business consultant, speaker, educator and podcaster with a wealth of practical, hands on experience. His expertise encompasses leadership development, organizational design, employee engagement, and sales and marketing strategies. His clients run the gamut from "Mom and Pop" businesses to international enterprises. He is a frequent contributor on LinkedIn and numerous business blogs and has been featured on the Business Innovators Radio Network and Buffalo Means Business. Larry has also been quoted in **HR Magazine**, the most widely read and respected Human Resources publication in the world.