



Michelle Marquard

Director Human Resources, Talent Management
Corporate Functions, Business Engagement

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Biographical Background

Michelle Marquard has served in a variety of progressive leadership roles at Cisco Systems since joining the company in 1996. Her areas of service include transformative business processes aligned to Cisco's supply chain management practices, as well as leadership roles in talent management, employee engagement, corporate and functional learning programs.

Marquard's passion for innovative learning practice includes the use of collaborative learning technologies. Her interest served as the impetus for reimagining Cisco's development practices, continually transforming the learning and technology strategy that enables cross-functional and geographic learning experiences at Cisco.

Marquard's passion for innovative learning practice includes the use of collaborative learning technologies. Her area of interest broadly lies in the social sciences, the exploration of the power of human connection, culture, and technology. Marquard has a doctorate in education from Pepperdine University. She earned her MBA and a B.S. in business management at Notre Dame de Namur University.

Areas of Current Interest

- The interplay between leadership behavior, employee engagement , and organizational performance
 - Social media and gaming as tools for reinforcing cultural norms
 - The changing nature of leadership and what it means to be an effective leader in the 21st Century
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About Cisco Systems, Inc.

Sales (2010)	USD 40 bn
Employees (2010)	70,700
Industry	Information Technology
Web	www.cisco.com

Cisco Systems, Inc. designs, manufactures, and sells Internet protocol (IP)-based networking and other products related to the communications and information technology (IT) industry and provide services associated with these products and their use. The Company provides a line of products for transporting data, voice, and video within buildings, across campuses, and around the world. Its products are designed Cisco to transform how people connect, communicate, and collaborate. Its products are installed at enterprise businesses, public institutions, telecommunications companies, commercial businesses, and personal residences. The Company has five segments: United States and Canada, European Markets, Emerging Markets, Asia Pacific, and Japan. The Emerging Markets theater consists of Eastern Europe, Latin America, the Middle East and Africa, and Russia and the Commonwealth of Independent States. (source: Google Finance)