

# THE STEPFORD EMPLOYEE FALLACY

THE TRUTH ABOUT EMPLOYEE ENGAGEMENT IN THE MODERN WORKPLACE

## About the Author

Jonathan D. Villaire



Jonathan D. Villaire is a bridge-builder, truth-teller, and advocate for empathy. Throughout his career holding a broad range of professional and leadership roles, Jonathan witnessed countless examples of disengaging work conditions, and is now on a mission to make the modern workplace one where leaders take responsibility for creating a better, more engaging employee experience.

After leaving the corporate world, Jonathan founded Cognize Consulting with the aim of giving supervisors, managers, and executives a new perspective on employee engagement: See employees as human beings, not as human capital. Understand how to create an employee experience that increases retention and attracts top talent. Engage employees with a leadership mindset of curiosity, humility, and empathy.

Jonathan holds a Master of Science degree in Organizational Leadership from Nichols College in Dudley, Massachusetts, and a Bachelor of Arts degree in Organizational Communication from Assumption College in Worcester, Massachusetts. He is also a Certified Professional Coach through the Center for Coaching Certification. Jonathan can be found on LinkedIn and reached for consulting or speaking engagements at [contact@cognizeconsulting.com](mailto:contact@cognizeconsulting.com).