

Mark Hamilton – Expertise & references:

ClientSituation#1: One success story deals with a west coast dentist that has grown his practice by 30% annually each of the last three years while I have worked with him and his team. My first assignment was to conduct the traditional team workshop with his team.

While preparing for the workshop we utilized the Right Fit for making 2 different hires and it worked great. The workshop included Kolbe A, B & C indexes as well as all team reports that were available at the time. I also provided Bottom Line booklets to each participant and conducted the Glop Shop.

The client has since used the Right Fit and Productivity Chart for every hire made. When I came back for the next visit a year later, I conducted a team workshop for the new hires and was able to work with the retained team members on breaking their jobs into better defined and more appropriate roles by utilizing the Commitment Clarifier with each one of them. I also used the newly created Leadership Analytics and the Individual & Leadership Guides.

As their business continued to grow revenues and profits, they were experiencing about a 25% turnover but continued to backfill utilizing the Right Fit and Productivity Chart before I went to visit for the 3rd time in 3 years. On the 3rd visit, I conducted a team workshop with all team members and then met with the owner and Team Leaders in what I now called Workshop 2.

I have made three trips to his office on the west coast and he has visited me in Atlanta with several of his key team leaders. He has really become a “student of the Kolbe Wisdom” and uses it in all decisions and planning in his personal and business life. All total, he has more than doubled his revenue over this 3 year period while only increasing his staff payroll by 30%. I have provided the following 2 quotes that he gave me after the second visit that helps show the level of his use and commitment.

ClientQuote: *“I have used Mark, AppliedWisdom and the Kolbe Wisdom over the past two years to help with my staffing issues. Mark traveled to my office and completed the all day staff training and it was great. Utilizing the Kolbe system and tools including the Right Fit, Productivity Chart, and Individual and Leader Guides has really allowed me to evaluate potential new hires and more importantly evaluate and develop appropriate training guidelines for my current staff. It has also allowed me to put my staff into areas that naturally fits them the best. Utilizing their natural ability’s has led to greater efficiency and job satisfaction. I would highly recommend Mark and AppliedWisdom to anyone.”*

SameClientSecondReference: *“I have used the Kolbe system to hire my last three employees and I am three for three with three home runs. On Mark’s second session in our office, I was trained and began using the Leadership Analytics on how to communicate with an employee better and to use during their review process. After some discussion about what she liked about her job, she stated that she likes developing and presenting treatment plans. I looked on her report that said what she naturally does and It stated that she was a strategic planner. I did not make the connection before but she does a great job of treatment presentation and new*

patient exams. I am now working on how to have her do more of that. I think in the beginning I thought that I would only use the Kolbe for hiring, but I am finding it more useful than ever in utilizing my staff to their fullest."

ClientSituation#2: I have a client that I have been doing business with for about 1 ½ years located in Illinois. When we first contracted to conduct a team workshop they had 15 team members. It was a normal workshop that included all Kolbe A, B & C Indexes, Glop Shop, the entire Leadership Analytics and Bottonline booklets. Since that time their revenue has increased 40% and they have grown to 24 team members, utilizing the Right Fit and Productivity for all new hires.

I recently conducted a Workshop 2 for the client, consisting of an afternoon half-day session with the entire team utilizing all indexes and reports and a next morning half-day session with the owner and Team Leaders. We used the Individual Guides, Leader Guides, A-to-A Comparisons as well as the Productivity Reports and Spreadsheet of Strengths broken down into their respective teams as well as the entire team. The owner and General Manager realized that they were not ready for a major initiative they were preparing to do that had been proposed by another consultant. They have since hired us for a 12-month visioning and team development process that I now call The Team Development Solution™ and they cancelled their relationship with the other consultant. This will be the single largest contract we have done and it only happened because the previous 2 workshops provided so much value through predictable results, and thus great credibility for us, the Kolbe Wisdom and our process, that the owner and leadership team realized they wanted to only deal with us.

ClientSituation#3: Several years ago I was conducting Goal Cultivator Community programs over 3 years as designed by the Strategic Coach. One of my participants was a good friend through our local community and it became clear he was not happy in his current position at a large lending institution even though he appeared to be very "successful" in the position and the community.

I had all my participants complete a Kolbe A Index so I asked him to meet and discuss his results privately as he was reluctant to speak publically about his dissatisfaction. Ultimately he hired me and we started a coaching process. I had him do various steps including the Kolbe B and Commitment Clarifier.

The results revealed the *strain* and predicted *tension* and why he was so dissatisfied and we created a 12-month plan to resolve the issue. I am excited to say that the ultimate decision was made by him and now 5 years later, he is the President & CEO of a local bank that he and other investors put together to fill a void in our business banking community. Everywhere he goes, he tells people that he wouldn't have started the bank if it wasn't for me as his coach and the Kolbe tools and coaching process that we put together for him. It is exciting to say that he is truly giving himself the freedom to be himself, even after years of "success" by other people's measurement.

Mark Hamilton other awards and honors:

Kolbe Certified Master Team Consultant – received May 2012 in first class held by Kolbe Corp. Over the last eleven years I have administered and interpreted over 17,000 indexes, created over 600 Right Fits and scored several thousand candidates against them, and have conducted hundreds of team seminars all over North America. Many of these individuals and companies have also become ongoing consulting and coaching clients that continue utilize our services. We always strive to document the value creation we deliver to our clients. We continually create new services for our clients because of this value creation and resulting credibility. I am happy to say that we have never advertised or had any type of outbound sales effort, 100% of our business is the result of referrals. The Kolbe Wisdom is the cornerstone of our consulting and coaching practice and I have detailed several value creation scenarios later in this attachment.

- National Federation of Independent Business (NFIB) 2013 Georgia Guardian of Small Business Award – received August 2013. This is an annual recognition that is given to only one of the 180 House of Representative Members for fighting for and protecting Georgia Small Businesses.
- American Conservative Union Defender of Liberty Award – received August 2013. This is 2nd year in a row that the award was given in Georgia and I have received it both years and am one of only five recipients in House of Representatives this year. The award is given to members with voting records that meet the ACU conservative grading score 100% of the time.
- Texas A&M-Kingsville Distinguished Alumni Award – notified in August 2013 & will receive in October 2013 at a special homecoming luncheon ceremony. This is the highest award the University can bestow upon one of its graduates and to date only 67 graduates have received this honor in the 88 year history of the University.
- James Magazine's 2013 - One of the Most Influential Legislators of the Year – received in April 2013. This is an annual recognition for leaders and legislators that have a major impact on Georgia and its public policy. I have been recognized three of the last four years.