



What Shannon's Clients Say About Her

"Shannon Waller has taken our team to an entirely new level. Her talent for understanding and coaching the team dynamic is an incredibly powerful force for positive change on any team. Following Shannon's Kolbe coaching, our team now understands the three parts of the mind and why the conative side is so important within the team dynamic. They have a clear understanding of how each member of the team goes about their work and how important each style is to the overall skill set of the team. Each person's uniqueness is now embraced and emphasized.

Shannon has also had a huge impact on me as an entrepreneur, coaching me one-on-one on how to best manage our team and move them forward. She is an elite-level coach, and her knowledge of the team dynamic is second to none. Through her tremendous energy, everyone she coaches feels her compassion and passion for the understanding and betterment of individual team members and teams as a whole.

Our teams have developed a new sense of awareness thanks to Kolbe and Shannon. You could not have nominated a more deserving person than Shannon for this award."

Matt Curry
Curry & Company
Brooks, OR

"I was in a quandary about one of my team members. The light bulb turned on as Shannon explained the different elements of this team member's Kolbe. 'Emily' is process-oriented. Not only was I giving her process tasks, I had added projects as well. She is definitely not a project person. The combination of the two was overwhelming, and, as a result, her strong points suffered. As I weeded away the projects, her process tasks bloomed once again and she has since regained her confidence and her place on the team with strength. Thank you, Shannon!"

Betsy Ann Baron
Baron Bodyworks
Ville de Mont-Royal, QC

"Shannon introduced Kolbe to our entire organization three years ago at an on-site workshop. That was when the light bulb light went on for me: I understood why we were not productive as a team.

At that time, we had only one part-time Follow Thru and had managed to clone a team of 50% Quick Starts and 50% Fact Finders. So, as Shannon says, we were great at Making It Up, but had no one Making It Real or Making It Recur. After that, I



What Shannon's Clients Say About Her

went on a quest to hire Follow Thrus and have since added four to our team. Wow! What a difference! I remember Shannon telling me that I wouldn't believe how much just adding Follow Thru would impact our organization. She was right.

Shannon's coaching with me has brought me to an amazing understanding of Unique Ability and has helped me get back on track with what I do best. She has guided me on using Kolbe to bring one of my abilities, coaching team members, to a level that is nothing short of amazing.

Needless to say, we are Kolbe enthusiasts and have even had one team member certified as a Kolbe Specialist. We use Shannon's wisdom and coaching on Kolbe in hiring decisions and in creating Unique Ability Relay Teams across functions to provide greater productivity. Kolbe has proved to be an extremely helpful tool, but it would not have gained traction in our organization without Shannon to help us understand just how to use it to grow. THANK YOU, Shannon!"

Terry Powell
FranchiseSource Brands International
Southbury, CT

"We've worked with Shannon on a number of initiatives over the last several years, where she has used her incredible Kolbe insight for individual coaching, in workshops, at company sessions, and with our leadership team. Our leadership team regularly works with Shannon to deepen our Kolbe understanding and continually strengthen our teamwork. Each of us feels we've taken the company further through these sessions."

Kent Pilcher
Estes Construction
Davenport, IA