

What Ted's clients and colleagues are saying:

Dear Ted,

Thank you for all of your assistance and guidance in implementing the power of Kolbe in our business! Internally we have used the MO data to better communicate among our team members. We have learned that our individual MOs are not a judgment of our capabilities, but simply the approach by which we consume and share information. In working with our top clients, high producing financial advisors, we have been able to gain valuable insight into how we can most effectively engage with them. Your personal efforts with our very largest and most important clients have had tremendous impact. We look forward to continuing this effort in 2014 at our team training session in January as well as for our largest producer group's annual conference in March. Kolbe is a strategic part of our business and not a one-time training that never gets implemented. We owe much gratitude and success to you and Kolbe.

Best regards,

Dana Rhodes

Vice President, Advisory Services

NFP Advisor Services

"We recently engaged our partners at Natixis and Ted LeClair in order to introduce the Business Development team to the Kolbe Index in order to enhance an already very positive team dynamic. In short, the training and experience was the best 2 hours we have spent as a group.

With Ted's dynamic leadership and no nonsense approach we uncovered a great deal about our team. The following are some examples of outcomes from the session:

1. We have reassigned personnel to better suit their MO.
2. We have instituted guiding principle in our communication approach with emphasis on understanding each individual's style and MO.
3. We have made hiring decisions and have rehabilitated personnel with the knowledge Ted shared utilizing his Kolbe expertise.

Ted and the Kolbe index were able to identify that a team member was going through a life changing event, prior to even meeting the individual. Truly remarkable stuff!

Ted is a fantastic ambassador for Kolbe and Natixis and extremely effective with an intent filled group that is riddled with skepticism."

Scott Ramey - EVP, Business Development, TransAmerica

Ted,

I just want to say thank you so very much for taking the time to speak with us about our Kolbe results. It was like an unveiling and a relief came over the staff. After you and Susan left, they wanted to hang around and talk, it seemed they felt closer to each other on a different level. I am looking forward to seeing how this will impact our communication, our staff meetings and help us reach the next level.

Thank you,

Judith A. Griffin, MIB, AAMS, CRPC

Chartered Retirement Planning Counselor (CRPC) Financial Advisor

Griffin Financial Services Group

"The direction I have received by Mr. LeClair in implementing Kolbe into my business has been transformational. I have never seen one value added service have as much impact on the success of my business that Kolbe does. Ted's ability and availability to me when I started offering Kolbe to clients is what truly made the difference. I will be forever grateful to Ted for his expertise and his introduction of Kolbe to me."

Chris Fullerton, AIF® - Managing Regional Director, Natixis Global Asset Management

"Ted has done a tremendous amount of significant work integrating Kolbe into the fabric of how we work as a firm. His external work with advisors and teams has helped us to help them to build more effective business practices.

Kolbe is in Ted's DNA. Speaking as the EVP of the Product and Marketing Groups I have utilized Ted's passion about Kolbe to have assessments done of every individual on my team. We have done a number of excellent sessions which have increased productivity. Thanks to Ted Kolbe has now become part of the language of my team and it helps us all to gain a better grasp on how best to work with each other on initiatives, in sessions and also at point of hire."

Mark Doyle - EVP, Strategic Marketing and Global Product, Natixis Global Asset Management