

TYPE	CLIENT	NAME	TITLE	KOLBE MO
Teamwork	answerQUEST	Paul Silitsky	CEO	6672
	<p>We hired Susan to work with us after we committed to using Kolbe in our selection process for clients. Susan conducted a Kolbe session with our team, met one-on-one with each key leader and did some individual coaching work with our Kolbe expert. Susan's ability to connect the Kolbe concept to our business needs was very powerful and deepened everyone's understanding of why we had invested in Kolbe. She brought the concept to life and made it actionable for our personal productivity, as well as a benefit to our clients.</p>			
Teamwork	American Red Cross	Selma Bouhl	VP, Brand Marketing	8462
	<p>We have been using Kolbe for the past 10 years and have found it to be a critical tool in building high performing teams. Recognizing each other's innate strengths and preferred MO allows for more effective communication and fosters collaboration. While Kolbe is one of the best tools we've used, it is Susan's energy and creativity that brings the concepts to life. She is an outstanding facilitator and coach who has developed engaging group activities that are fun and impactful in helping participants understand the value and applicability of Kolbe. Susan's expert knowledge and leadership skills, coupled with an insightful tool like Kolbe, give any organization the one-two punch they need for a successful, high performing team.</p>			
Teamwork and Coaching	Allstate Insurance	Ron Winter	Director of Operations	6473
	<p>I have worked with Susan for 5 different engagements; to establish a new team and to coach an employee. She uses Kolbe as a foundation for all of the engagements; my team members have found the approach and her application to be extremely beneficial. The conative focus allows people to think beyond just behavior and gets them to think about why. Susan has the ability to tailor sessions, messages and outcomes based on the needs of the group and can adapt real time. Her ability to incorporate the science behind Kolbe with her coaching skills and style have made team setups much more effective.</p>			
Teamwork and RightFit	GruppoMarcucci	Rhonda Marcucci	Managing Director	8643
	<p>We hired Susan because we were frustrated with our team and didn't know why. We spent the first Kolbe session in awe of the insights to why and where we got stuck working and why we couldn't work as a team. Since that first session, everyone in the firm has met with Susan, we've met again as a team and we've used the RightFit selection process to bring on new staff. Susan has helped us make a huge shift in our business, in terms of collaboration, productivity and bringing joy back to the firm.</p>			

<b>RightFit</b>	<b>HR Topics</b>	<b>Lori Kleiman</b>	<b>HR Consultant, National Speaker</b>	<b>2494</b>
	Susan's ability to take the Kolbe information and transform it into meaningful action has been invaluable to my team. Using the Kolbe ranges, she is able to show each member of the team as a valuable contributor - while honoring the differences that each person brings to the table. I relied on Susan to meet with each of my new hires and to help them understand their co-workers and, most importantly, what they could expect from me as their manager. I find the Kolbe tool to be an amazing asset to our team when used with Susan's guidance.			
<b>Coaching Client</b>	<b>YMCA of the USA</b>	<b>Robert Welch</b>	<b>Director of Business Development</b>	<b>8724</b>
	Susan's ability to explain the Kolbe process helped me create more positive interactions with those that I work; my internal staff and external customers and vendors. The whole process helped me confirm who I am as a person and what drives my behaviors. Susan's professionalism and deep understanding of the Kolbe concept showed me how valuable the concept can be in my leadership development.			
<b>Coaching Client</b>	<b>YMCA of the USA</b>	<b>Paul Haisman</b>	<b>Vice President of IT</b>	<b>3386</b>
	I was somewhat skeptical when Susan suggested we begin my coaching program with the Kolbe assessment. However, my opinion quickly changed as I became convinced that the assessment was very reflective of my leadership style. What was most enlightening was how she used the Kolbe process to help me focus on my strengths and learn how to supplement weaknesses with key staff and other colleagues who have strengths in those areas. As a result, I found myself becoming more energized, motivated, and confident at work knowing how to directly contribute in my role and to the overall success of the organization. I am truly grateful for the time spent with Susan and for her knowledge of the Kolbe Concept at the core of her coaching methodology, and will continue to use Kolbe in my future leadership work.			
<b>Coaching Client</b>	<b>Environmental Systems Design</b>	<b>Jim Johnson</b>	<b>Senior Vice President</b>	<b>8724</b>
	<p>I began my coaching work with Susan by taking the Kolbe assessment. Kolbe is one of her main tools for explaining events that have happened to me and to plan strategies for me over several years of coaching. I continue to be amazed at the insights it provides into my behavior.</p> <p>We used it early in my coaching process to assess my boss and my co-leader of the business unit. As a result, the Kolbe assessment improved our understanding of each other and our working relationships.</p> <p>Over the years, I have found Susan to be quite skilled and adept at using Kolbe to provide me with insights to help me see how my strengths and weaknesses play out on the job.</p>			

<b>Kolbe Client</b>		<b>Renata Jabuka</b>		<b>5483</b>
	<p>I found Susan after I had just gotten certified through Kolbe. I acquired my first “really big” corporate client and was developing my approach for a six month corporate engagement where Kolbe was to be the guidepost for their leadership development team. I was stuck with a tough team, so I reached out to Susan. She inspired me with her support, coaching, tools and insights about how I could continue to develop Kolbe in this organization and save my six month engagement. Her point of view and experience helped me plan my course of action and directed my newly developing business. She is a valuable Master Coach and a Kolbe mentor who has made me feel supported and confident in the world of Kolbe tools and coaching.</p>			
<b>Coaching and Teamwork</b>	<b>Health Management Associates</b>	<b>Greg Vachon, MD</b>	<b>Principal</b>	<b>6366</b>
	<p>I have worked with Susan as an executive coach and Kolbe expert since 2004. I have called upon Susan’s deep experience and passion for making the Kolbe results tangible and impactful several times since.</p> <p>Susan and I first met when I was seeking to exit my then-current position. As a coach, Susan analyzed the situation and used the Kolbe results to reveal to me the reasons why my role was not satisfying. Kolbe was a tool in an overall coaching experience that included Susan’s very direct and unabashed willingness to confront my inaction. A fundamental skill that Susan taught, trained and prodded me to utilize was direct, honest communication. The Kolbe results were weaved seamlessly into her methods and were a non-judgmental tool to understand the particular action items that were difficult for me.</p> <p>I again called on Susan when I was starting a new business. I knew the Kolbe results could predict our “soft spots” as a team and saw this as a critical “purchase” for our fledgling company. As we’ve grown, our employees have taken the Kolbe assessments and we have met as a team. Susan continues to have a meaningful impact on the trajectory of our company and in shaping the work culture we have created.</p> <p>Susan is an extraordinary coach and Kolbe consultant. She catalyzes individuals and nurtures the growth and potential of groups. She has bottom-line impact and makes new paths possible. I enthusiastically recommend her for the Kolbe award.</p>			

<b>Coaching and Teamwork</b>	<b>PUSH Wellness Solutions, Inc.</b>	<b>Charlie Zei</b>	<b>Co-Founder and COO</b>	<b>7543</b>
	<p>My co-founder suggested that I engage Susan as a leadership coach and Kolbe consultant to make my transition easier from the comfort and stability of a large institution for the uncertainty and inconsistency of a startup business. I worked with Susan to identify my natural work tendencies and develop strategies to recognize and overcome my limitations. With Susan’s help, I’ve learned that my natural inclination toward exhaustive research can be both beneficial and detrimental (sometimes I just need to start moving!). Being conscious of this particular tendency has helped me to become a more effective leader and helped our business grow. This would not have been possible without Susan and Kolbe.</p> <p>We have since performed Kolbe assessments with our entire team. Susan has helped us to identify our team strengths and potential sources of stress – knowledge that benefits us on a daily basis.</p> <p>Susan has a unique ability to elicit meaning from the Kolbe numbers and ensure that we understand the process and results. She encourages us to think of real world examples and to consider Kolbe in our daily work.</p>			
<b>Coaching and Teamwork</b>	<b>CVM Solutions</b>	<b>Keith Eng</b>	<b>HR Manager</b>	<b>7625</b>
	<p>I’ve had the privilege of working with Susan within several different organizations. Her knowledge of the Kolbe concept has proven instrumental in helping leadership learn valuable information about themselves. It has not been uncommon for managers to excitedly come up to me after going through their first Kolbe debrief with her and share their “epiphany” moment. Her ability to apply the Kolbe tool has made it easier to frame up what might otherwise be a difficult conversation at best, or an awkward long-term relationship at worst, and turn it into an opportunity for lasting change, greater self-awareness, and ownership for positive change. Through her use of the Kolbe tool, Susan:</p> <ul style="list-style-type: none"> <li>• Helped individuals who lacked confidence become confident to take on greater leadership roles</li> <li>• Enhanced the self-awareness of key stakeholders about their MO and how to strategically leverage conative strengths of others</li> <li>• Raised the organizational quality of leadership through a common language and framework that fosters development and advocacy of different styles</li> </ul> <p>It’s been a pleasure to continue working with a professional like Susan, whose strengths, life experiences, and use of the Kolbe tool have made a meaningful difference in the organizations I support.</p>			
<b>Kolbe Colleague</b>		<b>Gordon Neufeld CEC</b>	<b>Certified Kolbe Coach, Certified Executive Coach</b>	<b>3396</b>
	<p>Susan is the personification of a Kolbe practitioner. She is someone who is always looking to build on her knowledge but more importantly she builds on imparting that knowledge to her clients. Susan communicates Kolbe ideas in compelling workshop settings; and writes a newsletter which focuses on the positive outcomes of her clients and their organizations through the application of Kolbe assessments. Susan is my go-to person when I need to discuss a Kolbe idea or do some brainstorming.</p>			

<b>Kolbe Colleague</b>		<b>Joan Wright</b>	<b>Master Certified Coach and Kolbe Consultant</b>	<b>7643</b>
	Susan absolutely personifies living and coaching in the Kolbe concept. She contributes to the whole Kolbe community because of her passion and creativity. She is an early adopter, like with RightFit and Team Analytics; willing to help others when learning to use these concepts. She cares passionately about the teams she works. Susan is an infectious person and I always want to sit with her to hear her thoughts at Kolbe events. She is very deserving of this award.			
<b>Kolbe Colleague</b>	<b>New Lens on Life</b>	<b>Pam Duffy</b>	<b>Certified Executive Coach</b>	<b>7462</b>
	Susan embodies the values of Kolbe. She knows the material better than anyone and when Susan teaches the material - people light up. Susan is creative and a master presenter. Kolbisms roll off her tongue and she is 100% committed to helping people use Kolbe to make them better communicators, team member and leaders. Susan is a mentor who taught me and many others how to use Kolbe in coaching and in life.			
<b>Kolbe Colleague</b>		<b>Linda Strange</b>	<b>Seasoned Facilitator, Coach and Kolbe Consultant</b>	<b>4393</b>
	<p>Susan is a long-time colleague and friend who I met at my first PGS. As I started my own business and began navigating the process of “selling” the value of Kolbe versus simply “applying” it, Susan helped me bridge the gap sharing templates and processes, tips for client meetings, and innovative approaches she has used to make Kolbe “stick” for individuals and teams. She is the most enthusiastic advocate of the Kolbe Concept I have ever come across!</p> <p>It was in watching her facilitate several workshops that it became clear to me how masterful she is at helping organizations, teams and individuals increase their productivity and satisfaction through Kolbe. Her facilitation style is entertaining and non-threatening, yet impactful. I’ve seen her put her Quick Start to work in innovating new ways to facilitate and bring the message home, from new small groups, interactive “building” exercises to viewing/debriefing video clips, including a Bug’s Life! You won’t find a more deserving Kolbe colleague than Susan for this illustrious award!</p>			
<b>Kolbe Colleague</b>	<b>Spero and Co.</b>	<b>Susan Spero</b>	<b>Consultant and Kolbe Consultant</b>	<b>5492</b>
	<p>Susan is an extremely skilled and passionate consultant, trainer and coach who works well with a wide variety of clients and situations. While she is experienced in the use of many different assessments and theoretical models, Susan manages to find ways to link Kolbe concepts and tools to nearly everything she does.</p> <p>It was Susan who first introduced me to Kolbe Corp and convinced me to become a Kolbe Certified consultant. She has always been generous and supportive of growing my own expertise with Kolbe materials. She has given me many examples of how she weaves Kolbe products and methodologies into various types of client engagements. She has encouraged me to broaden my thinking about different ways to integrate Kolbe work into my own client projects.</p>			

<b>Kolbe Colleagues</b>	<b>ClearSpace, LLC</b>	<b>Lee Capps and Thea Durfee Polancic</b>	<b>Executive Coaches and Kolbe Consultants</b>	<b>5942 7364</b>
	<p>Susan has been a remarkable partner for us as we serve our clients. On several occasions, we have reached out to Susan to bring greater depth and creativity, especially to large group sessions. She listens actively, quickly understands the objectives and reaches into her “bag of tricks” for facilitation methods, job aides and group activities to deepen and reinforce the Kolbe learning. Her ability to assess what’s needed and provide the exact solution is uncanny. We highly value our partnership with Susan – she truly brings Kolbe wisdom.</p>			