

## Brian Gareau's Testimonials

A few of Brian's recent clients include:

Con-Expo | SHRM – DuPage and Bloomington-Normal Chapters | Kenexa | McDonald's | Rush Enterprises | SIGMA | Snow & Ice Management Assn (SIMA) | The Conference Board

What clients are saying . . .

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### Keynotes & Workshops

"Thanks Brian for presenting "Two Birds – One Stone: Learn How to Enhance both Inclusion & Diversity at our 2014 Forum. The topic was well received and you did a great work. Below are a few of the comments received on surveys:

- Practical info + tools for application.
- Loved the models shared – I will use them!
- Good Practical experiences to reinforce the themes of the presentation."

**Steve Humerickhouse, Executive Director, University of St. Thomas  
The Forum on Workplace Inclusion**

"Thank you for being part of the CONEXPO-CON/AGG 2014 education program and helping to make the Show a success. Your session received an overall score of 4.77 using a 1-5 scale with 5 as excellent and 1 as poor. Listed below are some of the comments received from the eval for your review.

- Great session, content, and delivery.
- GREAT speaker – made it interactive so was more interesting. Funny.
- Great class! Very informative!!
- He engaged the audience, shared illustrations of principles."

**The 2014 CONEXPO-CON/AGG Education Team**

"We would like to thank Brian for a fantastic presentation at our breakfast meeting in November (2013). He was a wonderful and interactive speaker. The content of the presentation was useful and informative. We received many positive comments from our attendees and several people purchased the materials he had available. We look forward to Brian coming back for another session with our members in the future."

**Melissa Mummert, Board Member Dupage SHRM Chapter**

"Brian set a whole new standard for employee engagement work while at Caterpillar. Using his practical operations and public relations experience, he was able to work with senior and local leaders to drive results—over and over again, around the globe. He brings all of this to his presentations: his experience, his passion for the subject, and his drive for success. His low-key style keeps it real and the audience listening as he shares valuable insights on how they could strategically implement his ideas and techniques within their own organizations."

**Russell Morris – V.P. HR; The Conference Board**

“I invited Brian Gareau to speak at our local SHRM chapter meeting on his topic, *The Sustainable Fuel for High Performance – Employee Engagement*. Brian was a hit with our members and was able to succinctly drive home some key factors that all HR professionals could benefit from hearing. A consummate professional, Brian contacted me before the meeting for an in-depth phone conversation to allow me to customize the program for our audience, not to mention allowed me the opportunity to get to know him a little better. Additionally, the staff that coordinates his schedule is a true delight to work with; organized and great with follow up. I would invite him back at our earliest opportunity.”

**Kacy Dorr, PHR – Bloomington Normal HR Council**

“... dynamic, engaging, and informative speaker. His insight and experience on the topics of employee engagement and organizational effectiveness were extremely valuable to my students, yet also enriched my own understanding of the various topics by highlighting the practical challenges and best practice solutions for firms in developing and sustaining a high performance organization.”

**Wendy R. Boswell, Ph.D. | Mays Business School, Department of Management | Texas A&M**

“... a guest speaker on one of APQC’s human capital community calls – it was a very well-attended and engaging call, and the feedback from the participants was very positive. In fact, many had follow up questions that Brian was kind enough to address personally. Brian has deep expertise and experience in the topic of employee engagement – I would invite Brian to guest speak at other APQC events.”

**Rachele Williams, SPHR – APQC**

“I’ve known Brian for nearly two decades and have heard him speak probably 15-16 times at conferences and forums over that time period. I’ll admit to having a bias to him – his style, wit, delivery, thorough preparation, knowledge of subject material etc... What I think one of his best attributes for your purposes is his “connect ability” with an audience. Regarding “Q & A”, he not only welcomes it – he encourages it and always manages to get participation from the audience.”

**Steve D. Wardrop – Executive VP; Labor Relations Institute, Inc.**

### **Consulting**

“Brian Gareau’s talent and expertise have added tremendous value to our organization. With Brian’s guidance, we were able to better understand our internal customers’ experiences and develop action plans accordingly. Brian is helping us improve the service provided to our own employees. We are fortunate to work with him on this important initiative.”

**Scott Anderson, Sr. VP Finance and Insurance, RUSH Enterprises**

“A consummate professional. A trusted expert. A resource for practical solutions. Brian’s knowledge and experience in the broad area of employee engagement and related areas ranges from the technical to the people side of this important HR topic.”

***Pat Jannausch – Vice President, Culture and Training; Con-Way Inc.***

“... amazing combination of manufacturing experience and authentic relationships. Brian understands how crucial an organization’s culture is to both sales and safe, efficient production, not to mention the well-being of employees. Brian is smart, capable, and knows his stuff—he brings both a strong focus on the numbers and genuine caring for others. He’s a thoroughly decent human being and will be an asset to the organizations he partners with.”

***Tom Epperson – Leadership Development Manager; LUCK COMPANIES™***

“... one of the most insightful and practical in delivering sustainable high performance business results. I know for certain that any organization can benefit from Brian’s strategic advice and experience on business culture, values based leadership, employee opinion measurement and employee engagement.

***Peter Psychogios – President, CSI International***

“In today’s age of instant information and communication, people working together pursuing common goals is the only way to sustainably differentiate your business. Brian has a proven ability to help you unlock the creative brain power of the entire organization. His experience and methods are proven regardless of function, facility size, or global location.”

***Jim Waters – Vice Chairman, Basin Tools and retired VP, Caterpillar Inc.***

“As an NAHR Fellow, a former Board Member at HRP A ... and a former CHRO for a global Fortune 50 company, I understand the challenges of the dynamic global business environment. I’m grateful to have had the opportunity to work closely with Brian for a number of years, where he provided a road map for improved employee engagement to help drive positive results. He has the experience and proven track record to help drive improved results through integration of values, engagement and business culture.”

***Sid Banwart- retired CHRO; Caterpillar Inc.***

“... one of the very few creative thought leaders in the space of engagement and leadership – and how they can significantly improve financial metrics. He is the master at putting theory and data to work to create those bottom line results for your organization.”

***Jason Sage – HR Director Remanufacturing & Components Division; Caterpillar Inc.***

“I have been privileged to see Brian in action in many different settings across the globe. His passion for people, (coupled with his unique ability to connect with individuals from all walks of life), enable him to help businesses turn their people/culture into a competitive advantage driving business results.”

***Thomas J. Bluth – VP; Caterpillar Inc.***

“Brian has worked with organizations of as few as fifty employees, to organizations with more than 100,000 employees. His ability to develop carefully targeted cultural initiatives and then properly scale those solutions is one, amongst his considerable strengths.”

***Christopher E. Glynn – Director of Corporate Human Relations; Caterpillar Inc.***

“... practical, immediately useful insights and recommendations provided with passion, enthusiasm and full commitment to the team’s success.”

***Keith Butterfield – Shared Service Leader ; Caterpillar Inc.***

“Brian has the unusual and unique skills and abilities to weave the importance of people and leadership into successful strategy execution. His experiences and insights brought real life execution principals to the theory and practice of transformational leadership, in a simple, straight forward manner.

***Pete Issitt – Growth Services Manager; Caterpillar Inc.***

## **Coaching**

“... unique ability to distill complex concepts, ideas and data into clear and concise information that people can relate to, understand and act on. I have watched him utilize this talent to teach to CEO’s and front line employees alike. He is passionate about helping organizations improve by focusing on their most valuable asset-their people.”

***Kris Erickson, Executive Sponsor of Strategic Accounts – Kenexa®***

“Brian’s first-hand experience with start up operations makes him an incredibly credible and effective coach for our leadership teams. He provides a cultural framework, best practices, lessons learned, and a style that directs the conversation so that the leadership team owns the cultural development process. I cannot think of a more important element to a start up project plan than designing a positive business culture.

***Daniel Flynn – GM; Caterpillar Inc.***

“... consulted, coached and drove change in the organization to build credibility for the business value of an engaged workforce. Brian gave our organization a framework to discuss organizational culture – not just in theory but in real

terms, measured by the impact on business results – with tools and consulting to help us understand our culture, measure it and take action to improve it.”

***Kelly Wojda – Director of Talent Attraction; Caterpillar Inc***

“I have had the distinct privilege to partner with Brian for a professional development series for a leadership team for a local NFP. He is brilliant in his comprehensive knowledge of People & Organizational Development but so approachable, warm, humble and very giving of his time and talent. With incredible, relevant insights and the heart for connecting with others, Brian is truly someone who will bring absolute value to any project.”

***Ami Dean – CEO; The Rally Point***

### **Faith Commitment**

“During the fall of 2013 our church studies the wonderful book *A Slice of Life* by Brian Gareau and Al Lucia, with a study guide prepared by Brian Gareau. The study was instrumental in helping our church families prioritize, focus on what is truly important in life, and share in fellowship with each other. The 100 plus families that completed the study all reported how engaging and enlightening the materials were, and how much impact the book and study made on their lives.

The book and study are fun, appeal to the head and heart, and wonderful adaptable to different ages and stations of life. We had several children in the study, with parents and grandparents, and their engagement was especially meaningful.

I highly commend the study and am happy to provide further endorsement or reference upon request.”

***Rev. Thomas Goodell, Directing Pastor – Crossroads United Methodist Church, Washington, Illinois.***