

■ GrowthWorks Clients Say... ■

"Seward Community Co-op has worked with GrowthWorks since 2005. Brian and Gerry have helped us on a journey along which we have grown our business significantly. They have worked with every stakeholder group at the co-op including staff, management, board, and member-owners. They have coached and trained management team members. They facilitate our bi-annual planning retreats. GrowthWorks also helped us create the Seward Scorecard, a unique social auditing device that helps us track our progress in sustaining a healthy community. Brian facilitates our board meetings, and he and Gerry have facilitated large group meetings of member-owners and staff over the years. Their work in the design process of our current facility helped us win multiple awards for excellence. Their approach to development and group process has helped us create a dynamic organization that continues to see significant growth. They helped coin the phrase that Seward Co-op is 'Growing on Purpose.' In the time we have worked with them we have tripled in sales, staffing, and operational capacity. We could not have grown culturally without their support. We have worked with other vendors on training and development; I rate GrowthWorks to be in a class of its own in terms of their level of service and focus on our culture and our desired outcomes. I recommend their services to any organization looking to be dynamic and engaged."



Sean Doyle | General Manager | **Seward Cooperative Grocery and Deli**



"I have enjoyed working with Brian and Gerry from GrowthWorks over the past 5 years. Brian and Gerry have helped with Strategic Thinking, Leadership Development, and Facilitation for my staff and our Board of Directors. Their expertise has helped my organization work through transitions and new ideas, and has challenged us to be the best we can be. I have found their counsel and confidentiality very valuable as a CEO, and I would highly recommend them for any project."

Bonnie Carlson | President and CEO | **Destination Bloomington / Bloomington Convention & Visitors Bureau**

"I've worked with Brian and Gerry with leadership teams in three different organizations. That alone should tell you something about my confidence in their expertise. I continue to rely on them because they're so effective at understanding my business needs, helping me clarify the outcomes I need to accomplish, and engaging people enthusiastically in the hard work that has to get done in a short amount of time."



Mary Franklin | Director of Firm Administration | **Lurie Besikof Lapidus & Co.**
| Chair | **Givens Foundation for African American Literature**



"GrowthWorks was a key component to the success of our inaugural annual conference. Brian and Gerry kicked off our event and set the tone for thinking strategically, creating a personal learning plan, and approaching challenges in a new way. We could feel the energy in the room increase tenfold when they started their exercise. We were fortunate to have GrowthWorks return on the final day of the conference to bring everything full circle and wrap up our sessions in a highly effective manner. They encouraged our attendees to fully incorporate what they learned after the conference, not just return to business as usual. Brian and Gerry were absolutely instrumental in the overall success of our conference, playing a significant role in our achievement of 'Event of the Year' by *Meetings: The Minnesota Hospitality Journal*. I recommend GrowthWorks without hesitation to anyone seeking to fully connect with their attendees, and empower them to be fully dedicated to their own success."

Shawna Suckow | Founder and President | **SPIN, The Senior Planners Industry Network**

www.growthworksinc.com

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"Innovative companies possess the skills to foster environments that allow them to tap the creative capabilities of their employees. With this goal in mind, ADC Telecommunications pursued a year-long partnership with GrowthWorks to help our top 400 leaders explore the business case for innovation, discuss methods of identifying and accelerating innovation, and to find ways to apply tools and insights for promoting the conditions needed for innovation to flourish. The result was a 1.5-day interactive workshop designed and facilitated by Brian McDermott and Gerry Sexton. This session focused on leadership skills required to encourage an innovative environment and included practical applications around streamlining decision making, increasing speed and agility, and supporting ways that encourage breakthrough results. The philosophy and approach resonated well with our leaders... not only in the U.S., but in Mexico, Germany, the United Kingdom, Australia and Asia.



"I highly recommend Brian and Gerry as a great team to partner with for excellent results!"

Nancy Giacchetti | Vice President of Talent & Organizational Effectiveness (former) | **ADC Telecommunications**



"Our challenge was to create a unique Executive Coaching Program for a large not-for-profit organization with a strong and embedded culture. After having worked with GrowthWorks on other staff development projects, it was clear Brian and Gerry would be up to this challenge. They designed and delivered training that helped us convert retired CEOs from 'tellers' to 'listeners and questioners,' helping us understand this change in behavior would be the most important — and most difficult — factor in the success of the program. The way Brian and Gerry lead and involve people in the process of learning and working together has sustained the test of success for six years and counting — even after they created a leader's guide, trained us as trainers, and turned the program over to the Y. There are 50 coaches trained and more than 150 coach/CEO matches. The coaches are thrilled by the ability they now have to give back. And the new CEOs are saying, "My coach is a godsend. I wouldn't have made it in this new position if it wasn't for my coach."

Randy Bolsinger | Vice President | **YMCA of Oakland** (former) | Project Manager | **YMCA of the USA**
Martie Bolsinger | President & CEO | **YMCA of San Francisco** (former) and Project Manager | **YMCA of the USA**

"I have had the incredible opportunity to work with GrowthWorks for over four years. Brian and Gerry's strategic thinking and consultancy are beyond fabulous. I really like their process of building a foundation that identifies a project's core goals and objectives that are attainable for execution. "Brian and Gerry ask questions, listen and brainstorm ideas to help them understand what we want accomplished. They create an environment of collaboration from the beginning, which delivers proven, positive results throughout the entire process; including implementation. "I would recommend GrowthWorks for any project."



Donna Patrick | Senior Manager, Group Meetings & Travel | **Medtronic, Inc.**



"I knew something special was happening when I got a note from one of my skeptical 'hard sell' team leaders that said: 'I want to commend you for hiring GrowthWorks to facilitate our meeting addressing our Vision, Mission, Roles, and Structures. It was a positive meeting. It gives me hope. The two facilitators were excellent.'"

Cindee Quake Rapp | MSOT Program Director & Professor | **Spalding University**

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"Over the past several years I have had the pleasure of partnering with Brian McDermott and Gerry Sexton from GrowthWorks, Inc. in multiple capacities. From strategic planning for Association Boards to crafting content, implementing strategy and guiding facilitation for customer-focused forums, Brian and Gerry have worked hard to demonstrate and achieve tangible results for my organization. I find that their fresh and innovative approach to each project builds the foundation for collaboration, results, and ultimately improvement. If the goals of your organization include growth, partnership, or mutual engagement in any shape or form, I'm confident Brian and Gerry will craft a solutions-oriented plan to meet and exceed your expectations."



Michael E Bergman | Managing Director | **HelmsBriscoe**



"Once again guys, you were right on the money. Thank you so much for helping create and leading our Viewpoint forum. The reviews have come in extremely high. We truly appreciate our relationship with you and value your services. We always know we can entrust our clients in your hands and you'll over deliver. Thanks for all you do."

Debbie Van Ravenhorst | Regional Vice President | **HelmsBriscoe**

"If you are looking for a high-energy interactive facilitation team, I highly recommend GrowthWorks Inc. We needed to introduce a new sales strategy and structure to 300 associates from Vice Presidents to entry-level Sales Consultants and Brian and Gerry were a key part of our implementation plan. They spent time up-front asking questions of our key sponsors and field staff to understand our strategy and obstacles we faced as we rolled out our plan. They did a great job of engaging and involving our team to get them thinking creatively about the task at hand. Each group left our sessions with great action plans and innovative ideas that Brian and Gerry brought to the surface."

"The strength of the GrowthWorks team is their ability to immerse themselves into a business and into the daily grind of a team. This gained them quick credibility with our team, which allowed for in-depth problem solving and action planning. I hope we have a chance to work with the GrowthWorks team again soon."

Manager | **Corporate University**

"These guys love their work...and they're really good at it."

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