

Provide a detailed description of the improvements you achieved for a company or individual:

I have worked with several hundred financial services firms using Kolbe over the past 7 years. From UBS to Merrill Lynch and dozens of Registered Investment Advisor firms I have help bring Kolbe Wisdom to the wealth management space in the US. UBS has been a user of Kolbe with their own consultants, but I take pride that I don't think anyone in the country has exposed as many people to the value of Kolbe as I have in my industry. That number is well over 2,000 by now. (We never kept track all of these years). It is very likely to be more than 2,000 indexes, but I really would be guessing.

Describe in-depth which Kolbe solutions you used to help achieve these results:

In the beginning I only used the Kolbe A Index with Advisors. Then slowly over time I was able to get our sales team to use the A Index to coach their team development. Third, I was able to get the entire company to use the Kolbe A Index for self-awareness. Now we use Kolbe A, B, C, Right Fit, Team Tactics and Range of Success hiring tools. Although it has been a slow uphill climb (lots of initiating FFs/Resistant QSs and one important Initiating FT), we have made huge strides in seven years.

Ted's other honors and awards:

Ted LeClair served for three years (2009-2012) as a member on the Secretary of the Navy, National Navy Reserve Policy Board and had the privilege of being designated as an honorary Chief Petty Officer in 1995.

He has been awarded the Defense Meritorious Service Medal, Meritorious Service Medal (two awards), Navy Commendation Medal (three awards), Navy Achievement Medal (two awards) and various unit and campaign awards.