



MONDAY MOTIVATOR

CREATED BY PERFORMANCE STRATEGIES, INC.
MANAGEMENT CONSULTING GROUP

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ISSUE 98

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Introducing Dr. Bob Adamik

We are expanding our team of coaching professionals! We are proud to introduce the newest member of our coaching team, Dr. Bob Adamik, PhD. Bob Adamik (Dr. Bob) is a highly experienced, energetic and motivated ‘Fortune 500 corporate executive who rose from Assistant Manager to Senior Vice President of Human Resources. During his career he gained the respect and confidence of virtually thousands of employees in financial services (wholesale and retail lending and servicing), banking, mortgage, insurance, real estate, and Healthcare (FQHC). He is a human resource practitioner and innovator for corporate “change,” transforming business leaders and their initiatives into creative “action” programs that fulfill their mission, values and purpose in life. He will fit well into the Performance Strategies vision and mission.



Bob’s experience in operations and management is focused on programs that identify, train, track, and promote individuals. Unique to his “hands-on” management and coaching model are “one-on-one” employee interviews that begin with assessment tools used to open the discussion and exploration of a person’s highest values. Today, leaders need to transform their personal values into emotional intelligence that is displayed in behavior that promotes a workplace of team building, team spirit and team work.

Bob has developed outstanding expertise as a Human Resource Executive. He has expertise in: talent acquisition, employee relations, performance management, training and development programs, succession planning models, payroll, benefits, legal

and audit. In addition, he has certifications in: Customer Service, Activity Vector Analysis AVA, 360 Feedback evaluations, Business Development, Computer Conversion, Train the Trainer, BEST Practices, and Zenger Miller Group Action, Standards of Performance and Ethics, Mentoring, Sexual Harassment training and Six Sigma Champion and Diversity & Inclusion Training.



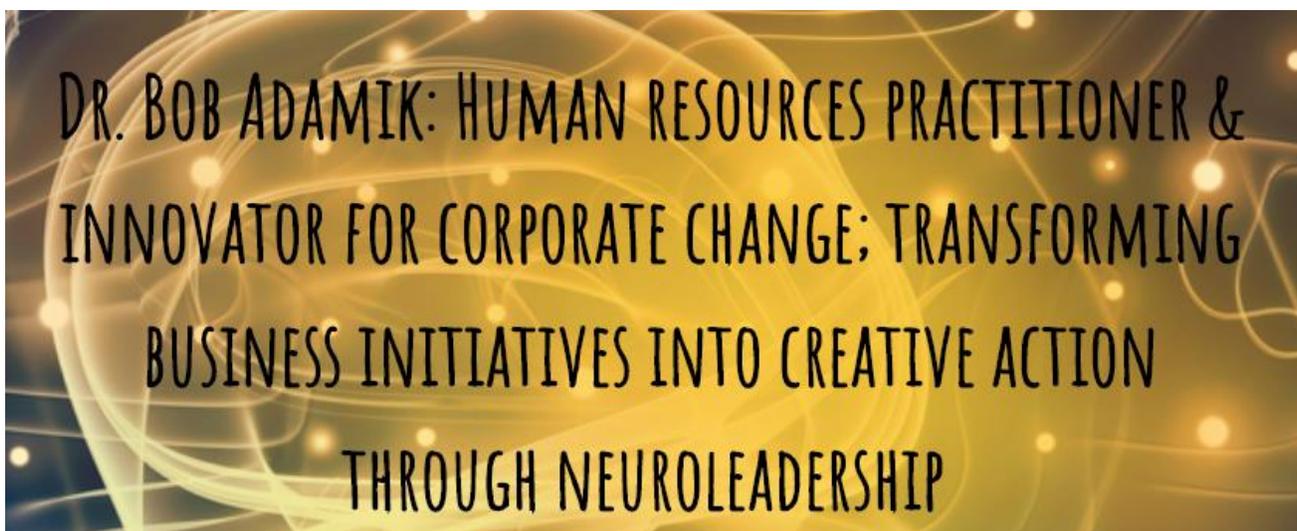
Bob uses a variety of personality profiles and management tools including our DISC Assessment Array plus a very accurate Activity Vector Analysis (AVA) that gets to the core of the individual to identify obstacles to peak performance. Whether you have a vertical formal top-down management team or a horizontal flattened management team, all leaders will mirror the leader and transform the organization once they are understood and made part of the vision and mission of the firm.

Bob's management style has been forged and tempered with Classic, Human Relations and Systems theory, applicable to both the Private and Public sectors. His personality traits include: listening to employees and management so a better understanding of work situations becomes unmasked clear communication. This improved communication between leadership and coworkers makes the difference in achieving organizational objectives, something Performance Strategies is known for. This process has been proven to retain employees, keep intellectual property in-house and foster innovation. One of the deliverables PSI offer includes perception and intuition that apply to persuasion and influence skills that make for a better workplace.

Bob's former experience includes Finance Branch Manager, Corporate Auditor, Administrator, Marketing and Training Manager, Staff Supervisor, Human Resources Manager, Director of Human Resources, Vice President of Human Resources, Senior Vice President of Human Resources and Chief of Human Resources. He has corporate board expertise and has interfaced with a full range of employees, from new hires to CEO's, in the public and private sectors. He has received Fortune 500 awards including the "President's Distinguished Award" six times for "Leadership & Making a Difference." Dr. Bob understands the new "Team Work" and "Team Spirit" concepts fostering corporate profits and raising the bottom line. When called upon to handle emotionally difficult and

challenging interpersonal situations, he does so with dignity and respect for the individual. He is a high-profile and highly visible executive and important contributor to the Performance Strategies, Inc. team.

Bob's academic credentials include as Bachelors of Arts degree in Management and Organizational Behavior, with an emphasis in Performance Management Appraisal, from the University of La Verne. Second, he has a Master of Arts Degree, with an emphasis in Theology and Leadership, from Fuller Theological – Pasadena, CA. Third, he has a Doctor of Public Administration, DPA, with an emphasis in research in Personality Assessment and Executive Competency models, from the University of La Verne. Affectionately called “Dr. Bob” his paradigm addresses the “total person,” leading to employee enrichment and employer satisfaction. When you work with Dr. Bob you will find an inquisitive thought leader who reads daily and uniquely blends management experience, educational research, theological insight, psychological experience and neuroscience perspectives in his best practices.



Bob's memberships include NHRA, PIHRA and ASTD, and volunteers for “non-profit” organizations. He has consulted with South County Senior Center Laguna Beach and The Feedback Foundation Anaheim. He is a former board member for Orange County Children's Theater Arts Center OCCTAC in Santa Ana serving underprivileged children. He is an Adjunct Professor at USC teaching in their Masters of Human Resources program and former adjunct professor at the University La Verne. Moreover, he volunteers for numerous executive networking groups and assists the temporary unemployed in career and life coaching. He is founder of Ethos Executive Networking Group, 2008, that has served over four thousand members in career transition and personal behavioral change. His guiding belief is “reciprocity,” giving first - then receiving, which has served him well over his life. Bob has a balanced perspective between family, career, hobbies and still finds time to serve and help others find “purpose” in their lives.

In summary, as we grow our team going forward it is our goal to bring the most experienced, brightest and most capable business leadership coaches and consultants to your conference room, manufacturing plant or sales suite. We are quite proud of Bob's decision to join our team at Performance Strategies.

We look forward to having his expertise on our side as we create the vision of becoming the best and most prestigious coaching and consulting firm in the Western States. Welcome aboard Dr. Bob!

Look for more introductions to our growing Performance Strategies, Inc. staff. We have exciting news for any sales-based organization about a new Coach joining us soon! More when he is on board in a couple of weeks.

Do you have a book, article, training program, coaching style you'd like to see showcased in the Monday Motivator? If so, send us your thoughts and we may feature YOU in a future edition of our weekly business journal. Until next time we wish you a prosperous new year and healthy bottom line.



Considering the best way to navigate the transition or exit from YOUR business? Start with your trusted business or executive coach. By taking this free 22-question, multiple choice online assessment, you will get a 12 page summary report showing you how prepared you are for such a move. You'll learn about your preparedness in the areas of financial, planning, revenue and profit, and operations. When you get your report give us a call and we'll go over it with you at no cost to you. Sometimes it's a confirmation that you have all your ducks in a row and sometimes it's reminder that a few details need your attention. In any case, it's a great snapshot of your personal business transition or exit readiness.

For your FREE assessment and 12-page summary report click here: <http://www.exitmap.com/ps-mcg/>

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Our consulting and business / executive coaching focus supports leadership, sales, customer service and operations. Included are sales and management assessment surveys as well as leadership, teambuilding, sales operations, business transition or exit strategies and online goal tracking projects.

Our training division offers five programs for your team members. Other associates bring additional disciplines as well. If you have editorial content and would like to be featured in one of our business journal editions, drop us an email with your ideas. We may showcase you in future editions of this business journal.



Will Robertson, Founder / CEO



Jay McDowell, President / MBA