

Testimonials from the 2010 TopLeaF® Graduates

I have grown tremendously as a leader through TopLeaF. TopLeaF occurred at critical time in my company as my partner of more than 10 years was in the process of retiring and I took over running the entire company. I am making better and faster decisions that have the input and buy in from my entire team. Our mutual trust and respect between my management team has grown to a very high level. 2010 was a good year and we project 2011 to be even better. I give the credit to my leadership growth to TopLeaF!

**Jeff Kittle, President
Herman & Kittle Properties, Inc.**

Ron Ernst's TopLeaF program is invaluable for leaders in entrepreneurial companies and corporate managers alike. The Adizes methodology provides professionals with the secrets of managing their own corporate lifecycles. With insight gained from years of networking, as well as materials from the Adizes Institute, Ron provides practical suggestions to maximize learning and application of the concepts

**Dennis Fletcher, President
Piezo Technologies**

The TopLeaF program has been an enlightening experience for me and for our organization. By including multiple leaders from our organization and our partner organization, we shared critical time together learning the Adizes methodology. Having this shared experience has paid dividends as we work through significant organizational challenges and opportunities. The program also enabled us to network with other business leaders and learn from their perspectives and experiences.

The Adizes videos were helpful to reinforce the written materials. They were well-organized, concise, and educational. The Adizes methodology includes both common sense ideas as well as counter-intuitive approaches that provided alternative ways to consider dealing with personal and organizational issues.

**Keith Kelley, Vice President
Indiana Health Information Exchange, Inc.**

The TopLeaf program has truly allowed me to look at all facets of my business, my co workers, and myself in a whole new light. This experience will allow **me** to continue to grow and identify the opportunities within our organization and industry.

**Brandon Bernacchi, Director
G & H Wire**

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Ron Ernst is a tremendous guide and teacher of the Adizes Methodology. His mastery of the material, combined with a passion and belief in its value, has created an environment with tremendous energy.

I am attending TopLeaF with our CEO. We have both been extremely pleased that we made the commitment to attend. My initial thought when presented with this opportunity was, "it sounds great, but I'm way too busy to make that time commitment". Then I read more about the Adizes Methodology, talked to Ron, and thankfully decided that I couldn't afford to miss it. I was right.

It is clear to us that TopLeaF will have a substantial and lasting impact on us as organizational leaders. Our CEO and I meet weekly to discuss the material and relate it to the many challenges that our organization and our industry face. Ron also works with us between sessions and helps us integrate our learning into a positive impact on our organization.

**Steve O'dore, Director of Behavioral Health Services
Tangram**

The TopLeaF series shares the secrets for creating a healthy organization. Ron Ernst is an excellent teacher of the Adizes methodology and by coupling the TopLeaF seminars with executive coaching sessions, he takes the entire experience over the top. Our agency moved from internal marketing to focusing on our external customers and we were able to find a new market for our services.

**Connie Dillman, President and CEO
Tangram**

The Adizes method helped us begin to break the log jam within our growing organization(s) by identifying both structural and functional problems using a methodology that opened my eyes to an entirely new way of thinking about people and organizations.

**Shaun J. Grannis, MD MS FAAFP, Research Scientist
Regenstrief Institute**

TopLeaf provided our leadership team with a much-needed opportunity to block-out the daily demands on our time and focus attention on thinking about our organization and how we manage it. Perhaps more importantly, it provoked thoughts and discussions and gave us a common vocabulary and method from which debate the issues and envision solutions.

**John Kansky, Vice President
Indiana Health Information Exchange, Inc.**

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I entered the program thinking that “I’m really busy, lots of stuff to do, I know we as a management team could use some help – but why do we have to participate in another team building session right now?”

At the breakfast introduction session, I was impressed with the group of people attending. They were at various levels of management, representing several unrelated industries – and seemed to all be in about the same corporate life cycle. I’m a Supervision graduate from Purdue and an MBA from Indiana Wesleyan. Throughout my career I’ve participated in several exercises to identify personality types. The PAEI model is similar, but slightly different from others and our program went to about the right level of detail in describing those types, pros and cons of each, the necessary role of each in an organization, and how different types might work together.

The piece that I’ve never studied is the life cycle of a company. Though our particular group consisted of smaller, primarily younger companies – sort of, going through similar growth pains, the Adizes model and study is obviously appropriate for any size and age of company. Going through the sessions, I kept relating various stages to the large (5,000 to 38,000 employees) companies that I work for in the past – one of those for 32 years. Knowing what I know now would have been invaluable in the 32 year experience.

Great job in leading us, Ron. I look forward to our followup sessions!

**Chris C. Schultz, Vice President
Indiana Health Information Exchange, Inc.**