

Here are testimonials from our TopLeaF grads:

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**

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 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.**

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.**

The Top Leaf Program has been very instrumental in helping me and my leadership team better understand the interpersonal dynamics that are in play every day. Through the program we have learned to embrace our differences and create an environment that is built upon a foundation of mutual trust and respect. This in turn enables the team minimize the amount of internal energy expended on fruitless debate and rather focus more on collaborative dialogue & positive outcomes. Today more than ever we are all faced with constant change both internal and external to our businesses. We are now more equipped to embrace the change and turn it into an opportunity!

We are now embarking on a second phase of the top leaf program with our next layer of leaders in the company. I am very excited about the prospect of how much this program will be a catalyst for their leadership growth and the lasting impact it will have on them both personally and professionally.

The top leaf program has been a complete game changer for me, our leadership team, our families, and our company. I highly recommend this program for any organization and would be happy to discuss further if you would like to hear more from an actual participant and end user.

Doug Bowen
CEO & President
Bowen Engineering Corporation

The TopLeaf program has been a game changer for Bowen. Through Ron Ernst's leadership, energy and facilitation, Bowen has adopted many of the paradigm shifting concepts offered through TopLeaf. Our Senior Leadership has been so impressed with the program and Ron's ability to convey the concepts, we have asked Ron to lead and coach the next level of Bowen leaders through the TopLeaf program. Clearly we believe our investment has returned dividends.

Jim Ankrum
Senior Vice President
Bowen Engineering Corporation

The TopLeaF program has been enlightening for me. This methodology includes both common sense ideas as well as counter-intuitive approaches that have helped identify both structural and functional problems using a methodology that opened my eyes to a new way of thinking about people and organizations.

Also, by including multiple leaders from our organization, the shared time together learning the Adizes methodology has been a unique experience and given us a shared vocabulary to help deal with issues in more effective, efficient manner.

As you could see, we have several organizational challenges and opportunities to work through and the lessons learned with TopLeaf have given us all a new outlook on each other and the way we think and confront issues.

The program was very timely due to the transition we are in and the new challenges this team has.

Jed Holt
President Emeritus
Bowen Engineering Corporation

When others ask me how I would describe my experience with the Top Leaf program, I describe it as a journey of discovery, most importantly of who I am and also of what makes others behave the way they do. I am not the same person, personally or professionally, as I was when I started the TopLeaf program ten months ago. I have been challenged, humbled, inspired and most importantly, I have grown, personally and professionally, during this TopLeaf journey. If all I got out of TopLeaf program was tools to help me develop mutual trust and respect within my own family and within our organization, this program would have been worth it, but I got so much more than that.

This program has equipped me with tools to enhance all of the relationships in my life, enlightened me on what is required to drive change and growth in an organization and given me insight on how to manage conflict within a family, team and organization. I highly recommend the TopLeaf program to any organization who is willing to roll up their sleeves and commit themselves to becoming effective, efficient and successful.

Jeff Purdue
Vice President, Business Development and Marketing
Bowen Engineering Corporation

As we enter our 45th year in business we found ourselves in the leadership transition from Founding Generation to 2nd Generation. As would be expected, the growing pains were tremendous and the burden heavy for this young group of leaders. The principles and concepts provided by the TopLeaf program, coupled with the leadership and guidance by Ron Ernst, virtually transformed this group into a strong cohesive team of managers. From the relational growth (mutual trust and respect) to procedural tools (decision making, meeting rules, etc.), this team is now armed to take the company to the next frontier. The growth was pivotal and the timing was perfect. Thank you to Ron and Dr. Adizes.

Kris Bowen
Director of Research and Development
Bowen Engineering Corporation