

# KRĒ·ĀT<sup>®</sup> SUCCESS

• LEADERS SHARE THEIR EXPERIENCES •

KRĒ·ĀT

PURPOSE | ACTION | LIFE

Freshslice Pizza completed the People Code and Character Code workshops. We chose these programs to build a culture in our Executive team needed to accelerate our business growth. Some of the benefits realized included increased effectiveness in our teams working together, a more engaged team that has awareness of their strengths and limitations and relationship skills that remarkably helped us all in our jobs and also in our relationships outside of the office. Tom Dutta's masterful facilitation is unique as he tells stories based on his decades of experience as a leader, and helped leaders understand how past events in life can impact their leadership and life. After workshop one, people were excited to do workshop 2. We are looking to incorporate these skills across our company as we grow toward our vision of being the Starbucks of Pizza by 2020.

*~ Ray Russell, Founder & CEO, Freshslice Pizza*

I just completed the "People Code Workshop" given by Tom. Very insightful to understand not only your own style of leadership but those of the team that you work most closely with. It has provided me with strategies and ideas of how to work differently and smarter with team members that I already respect and admire. A fun and thought provoking afternoon!

*~ Tru Freeman, Dean at Kwantlen University*

Tom Dutta masterfully steered a group of highly independent academic administrators through a series of group exercises that removed obstacles, built bridges and energized individuals to engage positive personal attributes to the service of the collective. Part team-building, part myth-busting exercise, Tom Dutta's high energy session brought my high-level academic leaders into a much deeper understanding of the why, the wisdom and the folly behind our daily choices. His authentic leadership opened up the room to genuine dialog, meaningful exchange and a common purpose.

*~ Dr. Sal Ferreras, Provo and Vice President at Kwantlen University*

As an owner of a diverse portfolio of businesses, I have often hired different business consultants to help me navigate through growth and expansion over the past several years. As we all know, the success of any business primarily depends on its most valuable resource, the people. Compared to my previous experience with others, Tom's business coaching has helped me understand my personal behavior and character as well as that of my key management and family members, through assessment tools such as 360 survey, color and character codes. This program has better equipped us to make intelligent decisions with conflict resolution, and has motivated individuals to reach their full potential. We are planning to incorporate it as an integral part of an ongoing professional and business development program to accompany our business expansion into different geographic areas of the world, each with its own personal and work culture.

*~ Balraj S. Mann Chairman, BM Group International*

Tom worked with the leadership team in Vancouver with an engaging workshop. Tom was a great facilitator, coach and speaker and created a fun, learning environment in a relatively short amount of time. What made his workshop even more engaging was his ability to bring in his own personal and professional stories alongside of the content of the program. I look forward to participating in Tom's follow up session.

*~ Chris Ho, Mid Market Sales Manager Qlik Technologies*

Tom worked exclusively with my Management Team in facilitating and conducting a very successful People Code Workshop. Tom's leadership and communication skills were key in making this workshop so effective. This workshop provided a significant benefit to my team as it brought new insights on how to better communicate with each member. We are now looking at bringing this program to everyone in our organization.

*~ Dann Konkin, President Ampco Manufacturers*

# KRĒ·ĀT<sup>®</sup> SUCCESS

• LEADERS SHARE THEIR EXPERIENCES •

KRĒ·ĀT

PURPOSE | ACTION | LIFE

I have attended Tom's People Code workshop while serving as a consultant to a mutual client. I was blown away. For years, I have relied upon Myers-Briggs Type Indicator heavily. The People Code system gives me a whole new perspective on understanding people's core motives, instead of simply focusing on their behaviors. Tom is a seasoned business professional who understands how to foster solid relationships between team members, which lead to higher productivity and better synergy in the office environment. I am also able to apply what I have learned from his workshop to improve my personal relationships. Thank you Tom!

**~ Timothy Yeung, CMA at Ocean West Financial Group**

I was introduced to Color Code (The People Code) by Tom Dutta. His expertise with facilitating this workshop for our company gave me and all the members of our team a comprehensive understanding of each of our core motivations. It has allowed me to communicate more effectively in both my personal and professional life by knowing what motivates me and others I interact with. It's a tool that identifies certain attributes innate in each of us which ultimately allows for better communication and builds healthier relationships. The results of this training have been profound and impactful!

**~ Dave Gillard, President Maven Wealth, formerly Partner Ocean West Financial Group**

At OWFG, we like to be as smart as we can. Color Code was introduced to us by Tom Dutta and we have incorporated it into our corporate culture and for me, my personal life. It's value has allowed me more capacity with interpersonal relationships with a basis for understanding that allows me to navigate both in business and my own life more effectively.

**~G. Kim Hinkson, Founder and CEO Ocean West Financial Group**

I have had the privilege of being guided by Tom as both the leader of my McKay CEO Forum and as a facilitator in delivering the People Code system to my senior management team. In both cases Tom brought professionalism, dedication and experience to a high level learning environment. His ability to use his professional and personal experience in these learning environments made for a rich experience.

**~ Michael McKnight, President and CEO United Way of Lower Mainland**

I wish I had been introduced to the Color Code earlier in life...it would have helped me tremendously, both in personal and business relationships. Today, I have incorporated the use of the Color Code in my team at work and introduced it to each new direct report. The results speak for themselves, winning the 2014 Gold Award with my team working together harmoniously with mutual respect and an atmosphere of fun".

**~ Anna Dutta, Manager, Royal Bank of Canada**

Before attending the workshop, I found it difficult to relate to some of my co-workers. Now knowing that there are 4 personalities with core motives, this has helped me understand my own innate personality and to recognize others and how to better relate to them. I am now using my new found knowledge from the workshop which has helped me grow!! Thank you so much Anna.

**~ Suzanne G.**