



MEDIA GUIDE

Company Background

Conversant, based on Boulder, Colorado, is a professional services firm specializing in improving our clients' organizational agility. We've studied the field of human interaction and conversation for 25 years and apply these lessons to help our clients lead and build Agile Enterprises.

In our work with over 200,000 people in over 400 organizations in 30 countries, we've leveraged the common thread of conversation to successfully navigate the challenges of difference and diversity.

Our consulting services and workshops show leaders how and when to build more collaborative environments. Our clients report outcomes that are measurable, practical, and proven: faster decision-making, accelerated time-to-market, faster problem solving, and better relationships inside and outside their companies.

Key Practice & Service Offerings

The way we see it, there is a journey or a path we create based on the needs of our client. There is a definite starting point that is different for each and every organization. With this idea in mind we view our solutions from two different and distinct views inside of an organization, "Leading the Agile Enterprise" and "Building the Agile Enterprise." It takes a different set of disciplines to lead than it does to BUILD and therefore we have developed our services from these separate and distinct positions.

If we're partnering to help build leadership development or stronger execution of teams, our *Leading the Agile Enterprise* workshop solutions are ideal. If clients need a larger enterprise solution such as redefining strategy or getting more done with less, we recommend our *Building an Agile Enterprise* consulting and coaching solutions.

Leading the Agile Enterprise (Workshop Solutions):

- Leadership Dialogue: Conflict, Collaboration & Engagement
- The Performance Leap: Effective Performance Conversations
- The Execution Catalyst: A Workshop for Mission-Critical Teams
- The Diversity Curriculum: Differences + Trust = Brilliance
- Strategic Collaboration Simulations: A BTS & Conversant Alliance

Building the Agile Enterprise (Consulting and Coaching):

- Releasing the Power of Connected Leadership
- Developing and Executing an Aligned, Actionable Strategy
- Cultivating High-Performance Teams
- Creating a Resilient, Flexible Culture
- Developing Adaptive, Effective Cross-Boundary Solutions

Leadership Team



Mickey Connolly is Conversant's Founder and CEO. He has worked with over 100,000 managers, educators, and negotiators to resolve conflict, improve relationships, and accelerate achievement. *Conversant* associates have worked in 400 organizations in 90 countries to achieve mission-critical goals ahead of time and under budget. Mickey has worked with Hewlett-Packard, Apple, IBM, Capital One, Coca-Cola, Ernst and Young, Johnson & Johnson, Lockheed Martin, McDonald's, Microsoft, Sony, and many other organizations. Connolly and Richard Rianoshek are co-authors of *The Communication Catalyst: The Fast (but not stupid) Track to Value*.



Bob Johnson is Senior Partner. He has worked with numerous business teams to accelerate breakthrough business transformation, build organizational vision and alignment, create the organizational and people capability to win in the marketplace, and develop and implement large-scale change. He also has extensive experience as an executive coach, working with executives to improve their performance, effectiveness, and capability.

Bob's diverse clients have included Miller Brewing Company, Maersk, Humana, Wynn Las Vegas, GAP, Kimberly-Clark and Coca-Cola. He earned an M.B.A. and a M.A. in higher education administration from Michigan State University and a B.S. in political science from Drake University.



Jim Motroni is Senior Partner. He has been an executive and consultant to management for 30 years. As a consultant, coach, and trainer, his focus is on developing managers and companies of all sizes in leadership, performance improvement, team dynamics, strategic planning, and interpersonal relationships. He has coached over 60 CEOs and worked with thousands of senior executives of businesses such as Coca-Cola, Hewlett-Packard, BP, Johnson & Johnson, Honeywell, Lockheed Martin, Mercedes Benz, AT&T, Maersk, and Cisco.

Jim's corporate experience includes Vice President of Seafirst Bank (now Bank of America), President of SportsMind, a 55-person training company, Designer and Master Trainer for TEC, The Executive Committee (an international organization of CEOs, now Vistage).

Jim holds an M.B.A. from the University of California, Berkeley, with an emphasis in marketing and finance and a degree in economics from the University of California, Santa Barbara.



David Goldsmith is Conversant's Chief Operating Officer. He is a global consultant known for his business acumen in the areas of corporate strategy, operational efficiency, intellectual property, and personnel development. David is responsible for ensuring our work is appropriately represented in the market and gains the traction necessary to increase the impact of conversations at work. David has a B.S. in Business Communications from Cornell, is a certified Corporate Coach, and a founding member of the International Coach Federation.



Dana Dupuis is Vice President of Client Solutions. She is responsible for client relations as well as developing the strategic tactics and teams to fulfill the business initiatives. Dana brings an extensive knowledge of sales management from her experience in a broad range of industries, from fashion/textiles to travel to high tech. Her previous successes in these industries, while measurable in annual sales, have been immeasurable in her ability to develop teams that share a common vision as well as strategically align them to attain the next level of success.



Jennifer Simpson is Vice President of Consulting Services.

A dynamic leader, Jennifer specializes in translating organizational vision into practice, and mindfully managing change dynamics to build on and strengthen organizational capacity in times of transition.

Jennifer's lifework is to create a world where individuals thrive in healthy, rewarding, and successful organizations and communities. Jennifer is author or editor of two books, multiple journal articles, and book chapters. She brings 15 years of experience working in and with organizations across the private, public, corporate, and not-for-profit sectors; and more than 10 years of teaching university courses in communication and leadership disciplines.

Recent clients have included Expressworks International, CARE USA, The University of Colorado, Chevron, U.S. Coast Guard, Colorado Renewable Energy Society, Humana. and Coca-Cola.

Jennifer holds a B.S. in Communication and Psychology from Syracuse University, and an M.S. and Ph.D. in Organizational Communication from the University of Colorado at Boulder where she retains an adjunct faculty appointment.

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