



References

Dr. Lamshead has an invaluable storehouse of personal experience and insight which he shares with great clarity and care in both individual and group contexts. I respect him, and I understand him. He respects me, and he understands me. One could hardly hope for more in a quality coaching relationship.
Allen, Leadership Development Facilitator, Author of Embracing Followership.

I recently invited Tom to assist our leadership team of 13 here in Europe. Tom has a unique way of making the technical aspects of personality type practical and easily implemented. Our time together has given our team a common understanding of each other's strengths and weaknesses. This has especially influenced the way we approach decision-making and problem solving as a team. Things that used to produce tension are now easily and naturally discussed.

Since our group event, Tom has coached myself and members of my team in developing their leadership. He asks the right questions and leads well through self-reflection. In short, I strongly recommend Tom.
Steve, Regional Leader PIONEERS Europe

As a leader who has "been there, done that," Tom is uniquely gifted and experienced in blending theory with praxis. He is able to take complex concepts and teach them in such a way as to help practitioners immediately implement the lessons in their leadership context. Recently, Tom trained 65 of our leaders and it was a clear "home run." Our leaders are still raving about the lessons learned months later.

Laird, Superintendent, AGC Canada

I have experienced Tom as both workshop facilitator and one-on-one coach. I have really appreciated his ability in both areas. Tom asks great questions, listens well, and makes very astute observations about how teams and individuals can become more effective. Tom clearly cares about the people he works with—they are not just a client or a number to him, but individuals with infinite value. I wholeheartedly endorse Tom to anyone considering working with him.

Olau, Area Leader, UK

Our staff is still buzzing about Tom's help! There is a heightened level of concern for each other, greater respect for everyone's unique contribution to the team and improved communication in our meetings. Tom allowed us to translate the theory right into the specific issues we face as an organization as we go along.

Tim, Executive Director, Galcom International

Biographical Information

Dr. Lamshead is an independent psychometric specialist and an associate consultant at *Focus on Leadership*. He has over 30 years of experience in training and developing leaders in Canada, South America, Asia, and Europe. His expertise is in Psychometric Assessments and uses these skills to help organizations develop and mobilize their high-performance leaders and teams to make a positive and significant impact. His doctoral research (2012) focused on helping leaders and organizations learn the lessons required to transition in the context of change. He combines this transitional work with his expertise in Psychometrics to positively impact the on-going health of organizations and their leaders.

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