

Recommendations for Mission Facilitators International

Tom Sadvary, CEO, Scottsdale Healthcare

Dean, I believe that your style and approach to our engagement was focused and individualized to our specific needs, versus a boilerplate, “one size fits all” method. Your suggested work plan was based on translating what you heard from executives and our key medical staff and board constituents with your own professional expertise and experience in a very thoughtful, comprehensive manner. During our engagement, you held us accountable to stay on track. You were particularly helpful to me in giving candid insight and suggestions regarding the overall process and with respect to specific individual team members.

Linda Fisher, Director of Human Resources and Training, Parker Hannifin.

My sincere thanks to you for the excellent presentation on Leadership Coaching on the 24th of February 2011. It was perfect for our group of HR mentors and mentees – and there were so many positive comments afterwards about it. All seemed to enjoy meeting you and profited from your insights about this important topic. Thanks again for your partnership over the years – and especially for bringing coaching experiences to our HR Mentoring Program.

Anita Grantham, Chief People Officer & Business Development, Jokake Construction

“Dean and I first met at the Advanced Strategy Center during the Arizona Leadership Forum Series. I am continually impressed with Dean’s ability to facilitate and create engaged discussion with the members of the forum. I have continued to value his insight, keen sense of communication and innate style of understanding leadership philosophies. Anytime there is a chance for me to attend a forum where Dean is facilitating or speaking, I will be certain to attend because I know I will always learn valuable concepts to help my business.” *November 30, 2010*

Charlie Tombazian, President, Innovative Strategies LLC

“Dean, congrats on your very successful sessions at the ASU Compete Through Service Symposium. Your central point that Coaching itself is an opportunity to model extraordinary service to another human being clearly resonated with your audience. Your energy and slides made the session fun, upbeat, and productive. Thanks for making me look like a star for recommending you! Charlie Tombazian, President Innovative Strategies LLC” *November 10, 2009*

Lucinda Harris, Physician Executive, Mayo Clinic

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Brian Cottrell, Chief Engineer, Honeywell

“I enthusiastically endorse Dean to anyone contemplating an engagement with him for professional services. I brought Dean in to my large international firm in 2001 to develop and present a class for Chief Engineers, on the topic of effective mentoring. This was a grey-beard group of very critical thinkers, but all were extremely pleased and impressed with Dean's input at every level, and all viewed the effort as being of high value. I have maintained a relationship with Dean ever since, mainly within a professional think-tank forum in which we participate. I find myself to be consistently impressed by his wisdom, insight, effectiveness, and that he is consistently a delight to work with. If currently looking for professional service of the type Dean offers, I would look no further than to Dean.”

James Harris, Vice President of Business Development, Translational Genomics Research Institute, (TGen)

“Dean is a high energy, positive and effective coach and facilitator. He is always well prepared, and takes a personal interest in each individual assignment, whether for coaching or strategic planning. He has been a valuable asset to our organization.” *October 15, 2010*

Gary Baker, Vice President, Scottsdale Healthcare

“Dean is an excellent listener and facilitator. He has worked with my team to do personal coaching for several leaders, for teambuilding, and facilitating crafting a vision for the business unit. He is current in his reading of topical material and has creative approaches he brings to the table. We have had great results working with Dean.”

Michael Gorman, Director of Consumer Sales, Gannett Media and Arizona Republic Newspaper

“Although he has never written a book on the subject (he should), Dean has amazing insights into leadership. Despite his expertise on the subject, he has a deft touch, and does not overwhelm. He pushes hints and questions -- but ultimately he does what all great coaches do and allows

David Gullen, Physician Executive, Mayo Clinic

“Dean was very skillful and thorough in assessing the needs to be addressed and developing a plan to address them. He also was very helpful in developing new solutions and providing the resources and/or ideas to achieve them.”

Anton Decker, Physician Executive, Mayo Clinic

“Dean has transformed my career. He is innovative, reliable, and has helped me discover my full potential. He is constantly coming up with new ideas and new ways for me to do my job better. He is also always on the forefront of cutting-edge technology.”

Linnea Whisler, Recruitment Director, Mayo Clinic

“Dean is an expert career coach and develops strong relationships with his clients. He builds a path of trust first, then partners with the clients on their journey

Mike DiRobbio, Owner, Sales Intelligence, LLC

“Dean is an excellent executive coach, training consultant, and seasoned facilitator. He has an easy way with people, builds trust quickly and is outstanding at building consensus among groups with diverse points of view. Dean is able to understand broad, complex issues quickly, is able to lead others to identify strategic objectives and effectively coach them to achieve the outcomes they desire.”

Rob Allen, Product Performance Blackbelt, Honeywell

“Dean provided executive coaching insight and perspective which helped me in my career and personal growth.”

Dean Hebert, Director of Human Resources, Blood Systems

“Dean is a dynamic presenter and an excellent group facilitator. He has an uncanny ability to work with even the most difficult personalities. He is thought provoking in his questions and views. I've not only hired Dean for my company, I've worked with Dean for more than two years on committees within a local chapter of a national professional organization. I would work with him any time!”

Laurie Zessin, Director of Emergency Department, Mayo Clinic

“Dean has been an excellent sounding board and has offered outstanding advice in the field of

communications and interactions with staff. His ideas and strategies have had a profound impact on the Emergency Department overall morale and productivity. He has also been an invaluable asset with regards to leadership development; both for myself as well as building my leadership team within the department.”

Linda Baugh, President, American Career Executives

“Dean has a passion for leadership training and coaching. His persistence in launching Mission Facilitators has benefited many whose lives and careers have "taken off." The respect he earned placed in the position of President of ASTD here in Arizona.”

Tess Burleson, COO, Translational Genomics Research Institute (TGen)

“Dean is not only a highly experienced executive coach, but he is also a very trustworthy and likable person. His warm style and practical advice made him very easy to work with across the organization at such a critical stage of evolution. He has an uncanny ability to see through the issues at get at the real heart of the matter almost immediately. He works to acquire and maintain a clear understanding of the nuances of the organization and the various players. He reinforces that at the center of all solutions the are the people. His involvement with the organization has allowed for significantly improved communications, clear goal setting, accountability, and inclusion across the organization in making this a place we all want to work. He is a person I am always glad to see on my schedule. His involvement has made such an important impact through motivating the team toward common goals and improving the team dynamics. This impact and related successes has been acknowledged at the board level. I would strongly encourage anyone who is looking to make the workplace more successful to engage Dean.”

Jeff Osborne, Senior VP, Accenture

“Dean Newlund is a fantastic service provider. He is personally, knowledgeable and most importantly a great listener. He takes the time to hear the needs of the client and then is very creative and resourceful in getting a solution that achieves client satisfaction. Dean is a high integrity leader who delivers on his commitments and takes great pride in creating value for his clients.”

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“Dean Newlund is the finest facilitator/instructor that I’ve had the pleasure of working with. His mastery of the course material along with his personal experiences, extensive knowledge and insights are simply the best. His professionalism on the job is second to none.”

Donald Smith, CEO, SCF Arizona

“As a CEO I had the pleasure to work with Dean and my Board of Directors in creating and implementing a formal CEO review process. This process was followed by the actual review. Not only was Dean a great coach and influence in creating the process, but he was very helpful to me and, I believe, the Board in understanding and communicating the results of the review. He was also a wise confidant whose experience and advice was welcome and appreciated.”

Lynn Cuperus, Director, Goodrich

“Dean supported me and helped me develop approaches for handling peers on an executive staff. His approaches, suggestions, and feedback not only resulted in improved relationships in a very short time, but also resulted in a more productive negotiation style that also works with my teams and customers.”

Susanna Joiner, Vice President, AIG

“Dean helped our department find balance in our challenging work environment. The recommendations on how to handle difficult work-related situations were invaluable!”

Carl Lundblad, Director of Client Development, Advanced Strategy Center at

“Dean brings a wonderful perspective to our varied leadership programs. He is a compassionate, caring business coach and facilitator, who is a master of the most important skill and art necessary today - a careful listener. He lives to make a difference in other professionals' lives.”

David Overholt, Vice President of Engineering, Honeywell

“Dean is a first rate executive coach and facilitator. He has an exceptional ability to get at the heart of the matter. I have found that his perspective is creative, enriching, and always leads to productive

Todd LaPorte, CFO, Scottsdale Healthcare

“Dean helped me rally my Finance team at Scottsdale Healthcare to an aligned vision, right at the time I was transitioning from the number two Finance role into the CFO position. He helped us identify how we viewed our function's role in a larger organization, and how we might see it evolve over time. Dean was encouraging and yet challenging. Our team felt as though we customized our thoughts, but appreciated a structure that Dean facilitated. I highly recommend Dean for this type of work. He has also served as a supportive executive coach for me at times, again encouraging yet challenging.

Cliff Goldberg, COO, ELCA Board of Pensions

“Dean has provided insightful and expert organizational development consulting. In addition, he has delivered excellent executive coaching. I know Dean as consistently competent and enthusiastic, and would highly recommend him.”
