



I have known Dr. Lloyd Field over twelve years and during this time have developed a deep respect not just for his expertise in the areas of Human Resource Management, Organizational Development, Coaching and Leadership, but have also grown to depend upon Lloyd as a coach and mentor.

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Lloyd is probably best known for his knowledge and expertise in the area of how to build trusting relationships within the work place, thus helping them to remain union free. On one occasion, when I called upon Lloyd for help in this area, he responded immediately and provided calm guidance to ensure my organization could successfully implement strategies to avoid a union drive. Throughout this process Lloyd provided reassurance to the management team while addressing some hard issues which would decrease the likelihood of such a situation reoccurring. Throughout the process he made himself available to answer questions and provide alternatives. Not only did he guide us through this difficult time, but he offered development options for managers and maintained contact with us after to follow-up on how we were finding the new processes and strategies he had recommended.

Lloyd has an exceptional ability for assessing people, not only for their skills and abilities but also for their values and personal traits. He can quickly establish a rapport with a diverse range of personality types, assessing their strengths and making recommendations on their areas of development. His warmth and approachability enables him to explore and understand what makes people "tick" thus providing an accurate profile which has proven invaluable when screening for high level and/or leadership positions.

Lloyd has many years experience in Organizational Development and is renowned for his knowledge of how to build effective HR systems and strategies. Over the years of working with him, he has played a huge part in helping me develop in-house grievance procedures, human resource policies and procedures, performance management systems, employee screening and interviewing systems and conflict resolution strategies for the organization. What makes Lloyd so unique? The answer - the time he invests up-front in building a trusting relationship with those he works with and his ability to learn and understand the vision and values of the organization and its people. This guarantees that the systems and strategies he recommends can not only be easily integrated into the culture but that they also work in tandem with the organization's leadership philosophy.

On a more personal note, Lloyd has played an important part in my own growth and leadership development over the years. He has taken the time to get to know me both as a person and a leader. He understands my values, celebrates my strengths and invests in my development. When I need to explore options or get an objective opinion, Lloyd is one of the first people I turn to. He is a man of integrity and compassion, who is truly invested in the success of others. His warmth and generosity stretch far beyond the conventional boundaries of "consultant". He often gives freely of his own time to support others in his community. I count myself truly blessed to have this man as a colleague and friend and have no hesitation in recommending him to you.

Sandra Watt, M.Sc.
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