

Who Is Dr. Scott Simmerman?

Starting in the classroom, as a University Teaching Fellow at The University of North Carolina during his doctoral program, Scott has been teaching and presenting to a wide variety of audiences worldwide. A former psychology professor bored with the classroom, he began consulting in performance improvement in 1978 and moved into presentations and workshops.



Since 1993, he has presented programs on change, leadership development, and organizational improvement using his **Square Wheels**® illustrations on themes like personal and organizational improvement, leadership skills, motivation and change management. His is team building exercises, including *The Search for The Lost Dutchman's Gold Mine*, has had profound impacts worldwide.

All of Scott's programs are interactive and experiential and have been delivered to groups as small as 11 and as large as 1500. His team building exercises are often run for groups of 150 to 200 people and his presentations are memorable as well as actionable. Scott takes the approach of teaching how to use his tools while presenting, in most cases. He is a Certified Professional Facilitator by the International Association of Facilitators and has presented in 32 countries to a wide variety of audiences.

One of Scott's premises is that if people enjoy a learning experience, they will more readily retain key points. His creation of the **Square Wheels**® illustration series and his fun, fast-paced, highly respected team building simulations all meet this basic learning requirement.

Scott is the founder and Managing Partner of Performance Management Company. PMC's conception in 1984 was as a consulting company for customer service and organizational improvement. Over the years, the focus has shifted to creating, manufacturing and distributing his products worldwide and training others to use them effectively. So he both uses his tools as well as teaches others to use them in their own developmental initiatives in a wide variety of learning situations.

When he's not presenting, marketing and developing, he is also a frequent writer and contributor to numerous learning groups as well as adjunct professor at Furman University's Center for Corporate and Professional Development. He is a former board member of North American Simulation and Gaming Association (NASAGA).

Whether he's employing his extensive series of illustrations or his team building exercises, he focuses on actively engaging his audiences while communicating key points and desired themes in a truly memorable way. If you look at the testimonials from his presentations, you will see that these are unique, interactive, entertaining, practical and appreciated by diverse audiences. Participants are actually given real tools and processes they can take back to the workplace and *USE!*

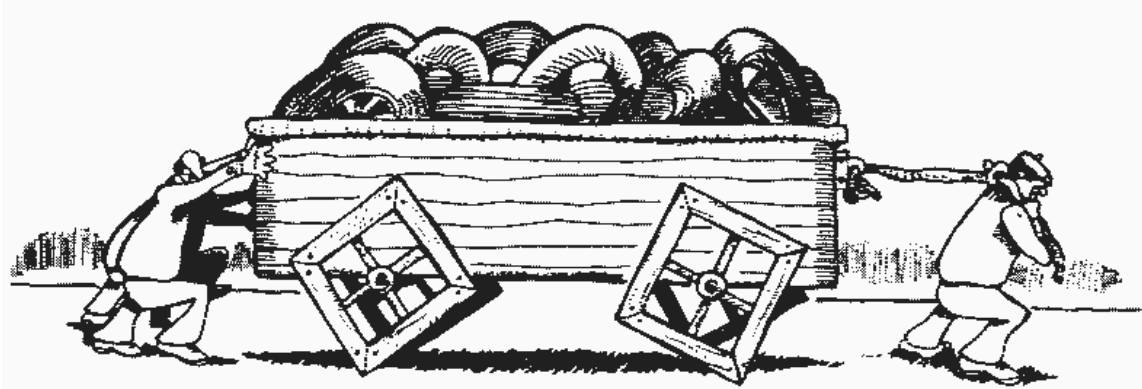
Consulting and presentation opportunities in dozens of countries have given Scott a base of experience and humor that is both polished and practical. He is always among the top-rated presenters at international conferences based on participant feedback. His presentation skills are exceptional, his approach low-key, and his style is engaging and involving as opposed to lecturing.

Scott focuses on teaching session participants how to use his tools in their ongoing improvement efforts, linking his materials to themes of *continuous* continuous improvement of quality, systems thinking, motivation and managing and leading change, organizational development, team building and improving leadership and communications.

Born in New Jersey in 1948, Scott attended Allegheny College (Meadville, PA), got a Master's Degree from Iowa State University and completed his doctorate in Psychology from the University of North Carolina at Chapel Hill. He remains a most avid Tar Heel fan!

In 1978, after teaching for two years at Furman University, he joined Edward J. Feeney Associates and spent several years developing his skills as a consultant working with client organizations including First Chicago, Bell of Pennsylvania, Borden's and a diverse group of other organizations. He then accepted a position in Los Angeles as internal consultant and Human Resources Manager for The Home Silk Shops, a chain of retail fabric stores and became quite active in the training community. He was then hired as Senior Vice President of Operations for The Warehouse, a large chain of music/video stores based in Los Angeles with operations in 6 states.

In 1984 he relocated to the Greenville, South Carolina area and began Performance Management Company as a consulting business with a focus on service quality improvement. His creation of the **Square Wheels®** **One** illustration (next page) and its impact as a metaphor for “*How organizations really work*” led to the development of what is now more than 250 illustrations, sold worldwide and packaged in powerpoint presentations and exercises.



Following the success of **Square Wheels**, he became interested in supporting teamwork and collaboration and developed PMC’s flagship team simulation, *The Search for The Lost Dutchman’s Gold Mine*, that has become one of the leading team building exercises in the world. One exercise leads to others and he continues to create other exceptional team building exercises.

Performance Management Company operates as a home-based business that has expanded into publishing and distribution of his materials and actively supports a large network of consultants and trainers. Current clients include a global mix of Fortune 100 companies and multinational organizations as well as small businesses, schools and universities and independent consultants. Users of Performance Management's materials include hundreds of small consulting firms as well as big multinationals. PMC has contractual arrangements with consulting firms in places like Japan, China, Switzerland, Spain, Mexico, Romania and elsewhere and continue to develop products that meet global needs for organizational development tools.

Since Scott began sharing **Square Wheels**, he's delivered workshops, retreats and seminars all over the U.S. and in such countries as South Africa, Egypt, Malaysia, Indonesia, Singapore, Hong Kong, Macau, The Philippines, Saudi Arabia, The Netherlands, Denmark, Sweden, Belgium, Mexico, New Zealand, Canada, Japan, Dubai, UAE and South Korea. He

has now presented in 35 different countries and presenting in some venues many times. *He likes traveling to other countries on other people's funding!*

Scott relaxes while gardening vegetables and flowers (he's the King of Gladiolas with a developing interest in hybrid Day lilies), building and reading. He is an accomplished pool player (and a billiards instructor for cruise ships), enjoys bike riding, traveling, camping and hiking, all interests he relished passing on to his son and daughter during their growing years.

Let us know how to help you,

For the ***FUN*** of It!

Scott Simmerman, "The Square Wheels Guy"
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- Tools for Training: www.PerformanceManagementCompany.com/
- Informational materials: www.SquareWheels.com/
- Scott as a presenter: www.ScottSimmerman.com

Dr. Simmerman is a certified Professional Facilitator by the IAF