

LOUIS E. TAGLIAFERRI, Ph.D.

Louis E. Tagliaferri is the founder and CEO of Talico Inc. He is also the Executive Director of Talico Developmental Systems L.C., a family owned affiliate of Talico Inc. Lou was formerly a senior executive at CIBA GEIGY Corporation and earlier held management positions at CONRAC and Monsanto Co.

Based on over 40 years' experience and a track record of successful consulting assignments, Lou has developed a high degree of expertise in programs and systems that have consistently helped his clients improve organization performance by more effectively dealing with the "human side" of productivity. For example, he has

- * Increased the ability of senior management to evaluate the effectiveness of their organization's socio-technical systems by conducting attitude, opinion and climate surveys among tens of thousands of managers, supervisors and employees in various business, industrial and governmental sectors throughout the U.S., Canada, Caribbean, UK, Mainland Europe and the Far East.
- * Designed total quality performance systems that have improved the profitability of his clients by \$millions with first year returns as great as 30:1,
- * Improved work force effectiveness and efficiency by more than 25% in organizations that have benefited from his performance appraisal and counseling systems,
- * Improved the effectiveness of over 12,000 managers and supervisors through his custom designed leadership, management practices and supervisory training programs,
- * Helped over 2,500 executives increase their potential by conducting in-depth developmental assessments and career counseling,
- * Designed over 100 assessment instruments, experiential learning exercises and related training products,
- * Helped scores of senior executives solve tough, persistent organization and human resources problems by providing them with practical and confidential consultation,

With a clientele located throughout North America and in the Caribbean, Lou has personally consulted at over 200 organizations including:

Westinghouse Electric Corp.
Carver Boat Corp.
Barnett Bank
Aetna Healthcare Services
Blue Cross/Blue Shield
Dow Chemical USA
Jacobs Engineering Group Inc.
Ford Motor Co.
Southam Murray Ltd.
Shell Western E&P Inc.
Boswell Memorial Hospital
OSI
PGA Sheraton Resorts
Combustion Engineering
Modicon Inc.
Little Caesars Pizza
Trinidad-Tobago Telephone Co.
Hickam Air Force Base C.U.
HealthEast
Courtaulds Fibers Inc.
Key Corp
Reuben H. Donnelley
Tarmac

and many other prestigious organizations.

An internationally published author, Lou has authored business education books, educational training programs, experiential training works and numerous articles for professional and trade journals on subjects ranging from organization climate surveys and work motivation studies to employee participation and involvement in cost, quality and productivity improvement. The Wall Street Journal, National Employment Weekly, Connecticut Business Journal and other news media have quoted his analyses and opinions about various business issues and problems.

Lou is a graduate of the Institute of Far Eastern Languages at Yale University (Diploma), the University of Maryland (BA), LaSalle Ext. University (LLB), and California Western (Coastal) University (MBA, Ph.D.). He has held memberships in various professional associations and is an active leader in community organizations near his home and business.