

“Alan excels at working with tasks/projects that are unique and difficult, and making them happen.”

*Mike Ernst, Director of Operations, (Supervisor) November 2000*

“Thank you! You always have a knack for looking at a situation in ways most of us wouldn't.”

*Mark Mackmiller (Employee) March 18, 2002*

“Thank you for your vision and your great guidance with me. Thank you for being honest and straightforward with me. I cannot explain how much motivation you have fostered in me and made me excel in places I would never have thought I could. Thank you for the purpose and the confident guidance you have shown me. Thank you a google times for being there whenever I wanted and at anytime.”

*Rayyan Agha (Employee) May 12, 2006*

“Alan places the problems he reviews "on their ear". He looks at the problem and thinks about it in a way that quickly solves the problem and redefines how others consider the work. This is a trait I admire.”

*Darrin Lapoint, (Colleague) October 10, 2006*

“Alan has an amazing capacity to listen and to summarize your thoughts in provocative way that leaves you with new ideas and goals. He is a vast learner and an able teacher. His attitude is always open and approachable which makes him invaluable as a team member. He is a wonderful Coach and an engaging Speaker. Working with Alan will leave you motivated and prepared for your next business challenge or opportunity.”

*Melissa Rutherford, Accountability Coach, ActionCoach (Colleague) October 22, 2008*

“I've known Alan for several years. I really admire Alan's drive, determination, and willingness to go after it. He taught me that the only roadblocks in life are the ones that you refuse to overcome.”

*Michael Calcagno, Sr. Consultant, Magenic Technologies (Colleague) November 24, 2008*

“Alan is a very knowledgeable and caring Coach. His experience in the business world and desire to help people is what makes him successful. Alan will challenge you reach higher levels and achieve greater results. He will help you implement strategies and systems that will help your business grow tremendously.”

*Michael Stoughton, Owner, ActionCOACH Business Coaching (Colleague) August 2, 2008*

“Alan Hill is what brilliant philosopher and physicist, Michelle Besso, was to Albert Einstein. It was in conversations with him that the spark of creative genius was unleashed which resulted in the now famous equation,  $E=MC^2$ . Alan acts as that unique and powerful catalyst which unleashes the flash of creative insight to where you look at him and say, "Thank you, my friend. I have solved the whole thing!" The value of that is inestimable, and life-changing.”

*Erl Morrell- Stinson, President, Deep Mind Dynamics (Colleague) April 22, 2009*

“I met with Mr. Hill concerning revising my resume. Turns out it was the perfect end to a rather hectic week! I don't think I've laughed that much, or learned that much in one hour ever!

I would recommend his services to anyone - I felt very comfortable asking questions and just being myself.”

*Carolyn Maunu, Employment Action Center (Client) May 22, 2009*

"I was pleasantly surprised at what you taught me. All I expected was a review of my resume. What you did was totally change my way of thinking. You taught me to positively express the unique qualities I bring to a work experience. Learning to value my gifts is truly the coaching I needed from you."

*Susanne Silverman (client) June 8, 2009*

"Alan Hill is a high performing creative thinker. With a background in IT and a successful progression in cutting edge business ventures, Alan is a valuable IT consultant, business consultant and leadership strategist. Alan brings fresh ideas, solutions to complex problems and powerful results for his clients, employers, etc. He has my highest recommendation."

*Rick Deare, (Colleague) July 13, 2009*

"I just wanted to say thank you for your kindness, it was truly appreciated!! You have the ability to inspire and create possibilities for others, what a wonderful gift."

*Michael Moren (Client), October 17, 2009*

"I read the reviews of "It's Not Working, Now What?" and they are terrific! The comments make it clear that the energizing forces in their workshop experience were the facilitators. You have done it again, created a seminar that touches an under-served (and maybe unidentified) area that can use your talents! Thanks."

*Tom Arendt, Site Manager (Supervisor), November 09, 2009*

"I really enjoyed the seminar on Interview Skills. Thank you for making me think outside the box."

*Vicki Walker (Client) December 2, 2009*

"Thank you so much for taking the time to help me. I really appreciate your time and input on making the 60 million dollar woman's resume present her better! Thanks again."

*Lynn Sainati (Client) December 18, 2009*

"Alan is a clear thinker who brings clarity to issues. He has helped me as I develop my business by probing, prodding, challenging, and encouraging my ideas, plans, and actions. He sees value in people and is able to help them see it in themselves. If you get the opportunity to work with Alan you will realize value and worth you never knew you had! Amazing leader! I listen to him!"

*Glen Townsend, (Colleague) September 18, 2009*

"Alan is a visionary when it comes to seeing what makes people tick and helping them access their full potential. He would be a major asset to any individual or organization fortunate enough to work with him as a coach or consultant."

*John Hagerman (Client) December 31, 2009*

"Alan Hill is a catalyst for energy and new development in workshop facilitation for the state of Minnesota. Not only have I had the privilege of writing and leading workshops with him, but I have watched his interaction with clients and the absolute spark that he sends out with wisdom and enthusiasm. Alan teaches in such a way that I've witnessed the 'brain buzz' in myself that transpires after each new idea or tool he creates. It's an honor to work alongside his creativity and passion."

*Kate - Madonna Hindes, (Colleague) September 17, 2009*

"As a result of his mentoring I was able to clearly articulate the measure of my value. He re-awakened the passion in me to get out there and make a difference. I am more self-assured, focused and savvy because of Alan's talent, and gift of keen insight. I finish our meetings energized. Now that is tremendous value!"

*Elizabeth Petry-Lee, (Client) January 13, 2010*

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"Thanks for helping me successfully find employment and for helping me craft a powerful resume. I could not have done it without you."

*Tim Berg, (Client) January 14, 2010*

"Since meeting you I have had several follow-up networking meetings where I have been given names of hiring managers. I am not sure what has changed, but I like it."

*John W. Fitzgerald III, (Client) February 3, 2010*

"I do everything better since meeting Alan. Thanks, Coach!"

*Shari Kay Hunter, (Client) February 3, 2010*

"I've learned many great working tools from your classes. Thank you also for adding your own personal wisdom that you've carefully wrapped around your great positive attitude! A BIG thank you!"

*June Oliver, (Client) February 4, 2010*

"I especially want to thank you for your feedback and advice yesterday about being more attentive and responsive to concerns and emotional needs of WFC staff. You gave me some very good things to think about. You rock, Alan. We are very fortunate to have your attitude, skills and talents to help us and our customers."

*Mary Schmidt, (Supervisor) February 23, 2010*

"Thank you, thank you - - your encouragement and insight has blessed my life! You're like a healer! ☺ Blessings!"

*Shari Kay Hunter, (Client) February 26, 2010*

"Thank you, Alan. First and foremost, for your friendship. For your insight. For your willingness to contribute to our relationship and growth. Once again, I have come away from our meeting re-focused, revived, and stronger than before. You truly are a Miracle Worker!"

*Glen Townsend, (Colleague) March 3, 2010*

"When I first met Alan Hill I saw an incredibly vibrant and reflective individual. We've become great friends and I attribute most of my success in times of doubt to his gifted motivation.

When Alan speaks, he puts all that he is onto the table before you. The vulnerability and stories he shares are one that has developed me from hopeful dreamer, to published writer."

*Kate - Madonna Hinds, (Colleague) March 25, 2010*

"I wanted to thank you again for the workshops you and other team members hold at the Workforce Center. They are informative and uplifting. I always come away feeling re-energized and more positive about finding my next role. I don't always arrive at the workshops with an upbeat attitude, but I usually leave with one. Thanks again!"

*Susan Edman, (Client) March 30, 2010*

"Alan Hill is an incredibly vibrant and reflective individual. His path in life has instilled in him an awareness of and the ability to shine light on our humanness.

Alan's point about men living as the reflection in the glass of life is profound and spot-on. I see too many men, and some wounded women, living their lives from inside a protective barrier that keeps out the pain and wonder of true, emotionally open relationships. Until we can be who we truly are at every level, we will never be truly free."

*Glen Townsend, (Colleague) March 31, 2010*

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"You're more than a leader. You're a revolution, my friend"

*Kate - Madonna Hindes, (Colleague) April 20, 2010*

"Words can express the gratitude I have for what you have done for me today. God does work through angels on earth. You are that angel for me. Thank you for all you did."

*Jan Bedzyk, (Client) June 9, 2010*

"Alan is highly regarded, knowledgeable and a very positive person with whom to associate. I have found him to be one of the most vibrant, compassionate, innovative, collaborative team players I have ever met. He has a great background in technology and problem solving across a wide array of business sectors. I think his ability to meet people where they are and find empowering solutions, then engage and motivate them to reach farther than they initially believed they could, makes him an excellent career coach."

*Elizabeth Petry-Lee, (Colleague) September 14, 2010*

"I was one of your clients at the Workforce Center in 2009 and wanted to tell you how much I appreciated your very positive attitude and help-people-help-themselves philosophy. You were instrumental in helping me find the best expression of myself for my resume. I can't thank you enough for that and I wanted you to know that you really did profoundly help someone while you were there. I finally found a position in March after 13 months of unemployment and I feel I'm bringing value every day while being rewarded for my experience and talent."

*Pat Hilleman, (Client) September 28, 2010*

"Alan Hill has the heart of a philanthropist, the mind of a genius, and the strategy of a "collaboratist". He's absolutely brilliant, and has created "an idea worth spreading" as they say on TED - the idea of unlocking human value in the heart of the individual, and the culture of the company that employs people. He's created an entire system of transformation that is scalable, replicable, and simple for anyone to use. I know - I used Alan's "Miracle Resume" process last week with a friend who lost her job, and she left my office with a spring in her step and confidence on her face."

*Christy Shore, (Colleague) October 14, 2010*

"Alan has more passion than most that I've come across in my days. When working with Alan, you feel empowered and in tune with yourself and those around you. He provides you with the tools, explains what they are, how to use them, and works with you in each and every step of the way. I've personally worked with Alan when I was both employed and unemployed. He was a huge resource in my unemployed days and was a tremendous source of inspiration as I sought out the career that would provide me with a sense of fulfillment. He can help you get to where you need to be. I know I am certainly there myself ....Thanks Alan."

*Rich Gunn, (Client) November 7, 2010*

"Thank you for your presentation earlier this evening. You have a wonderful way of getting your message across and actually empowering people when they need it most."

*Steve Vnoucek, (Client) November 15, 2010*

"I wanted to thank you for the confidence boost that I was able to bring into my next job interview. I was offered the job at a great company with good hours and benefits."

*Tanya Ibarra (Participant), November 26, 2010*

"Thank you so much for the fantastic presentation. The attendees were glued to what you were saying and were really engaging with each other. Also, there was a noticeable difference in their demeanor when they left the room compared to when they entered!"

*Jay E Grammond (Event Organizer), January 19, 2011*

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"I was wiped out when I arrived and totally energized after spending time with you, your giant heart and your talents! Thank you for walking me through my stuff! I loved that I am living my dream....very empowering! I am just so thankful for your wisdom and insight! You are very special Alan!"

*Sharon Fecho (Client) March 8, 2011*

"Thank you for sharing your thoughts and ideas on approaches and specifics of not only finding a meaningful job, but what gives one's life meaning. You continually were shifting the way to look at the question. I know you have given this much contemplation. You gave me much to think about...and that's probably why I woke at 4:15 am with my mind swirling and my dreams filled with thoughts of work. I very much appreciate your time yesterday and in the spirit of our conversation, I will pass what I can forward."

*Jo Ragozzino (Client) May 24, 2011*

"Thank you so much Alan, I believe in the power of conversations like we had and I feel so much different today than yesterday, thank you for listening."

*Tom Jonjak (Client) June 7, 2011*

"Thanks for meeting with me yesterday; it was very inspiring and impactful. You really gave me a lot to think about and do. Looking forward to trying things out with this new perspective."

*Chris Frank (Client) June 9, 2011*

"I learned so much from our conversation about job searching, marketing, my passion for processes and the interesting Minnesota culture. I'm planning on totally revamping my job search by incorporating these new ideas and strategies. I'm sure these changes will be instrumental in helping me start my career. I can't tell you how much I appreciate your help!"

*Brooklynd Saar (Client) June 13, 2011*

"I owe you a big "thank you". You certainly gave me a lot of things to consider. My head was spinning when I got home (that's a good thing!)."

*Tom Burger (Client) June 20, 2011*

"You are the most skilled listener I have met."

*Jeff Schmitz (Colleague) July 5, 2011*

"You are a great job coach; you help me stay focused and to keep my eye on the ball."

*Vernon Smith (Client) July 14, 2011*

"THANKS so much for your time and tremendous counseling yesterday. I truly appreciate your guidance and advice as I move forward in searching for my next opportunity."

*Nancy Christensen (Client) July 16, 2011*

"I want to thank you for your amazing insight. You have this amazing ability to teach people by guiding them to the right answers rather than directly telling them the right answer. You truly have a gift and I know you can change so many people's lives, as you have with mine already.

I cannot express enough how grateful I am for your help as I'm discovering myself and figuring out my life path. You truly are an amazing friend and teacher."

*Ana Mihaila (Client) August 20, 2011*

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"I thought I knew everything necessary to find another job but once I met Alan, I knew that he was the expert. Alan truly cares about his clients, doing anything and everything he can to help the unemployed, especially Veterans. Alan gave his time, his support and his knowledge to ensure that I was as marketable and attractive as possible to the companies I was seeking employment with. If you are a Veteran and you are unemployed or underemployed, then you must meet Alan Hill!"

*Vernon Smith (Client) November 15, 2011*

"I appreciate the Veterans Group under the leadership of Alan Hill. Through Alan's guidance my mindset changed from pursuing posted jobs to developing networks to find hidden markets. I changed my focus of feeling entitled to one of what can I do to benefit others.

Thank you Alan for your leadership and guidance. Also, thank you Veterans for your support, encouragement, and exhortations."

*Roger Hellesvig (Client) April 15, 2012*

"As we journey through our lives we meet numerous individuals who touch and change us for the better by making us look into our mind and soul, Alan Hill is one of these inhabitants of a higher existence pointing our group in the way to help our self's achieve career opportunities that without guidance we would not be able to have conceive of or obtain."

*Stephen Kolcinski (Client) April 15, 2012*

"Alan has the God given talent to relate to people to get them to change the way they approach job search. By helping veterans realize their worth and value, Alan is able to help heal the broken spirit of job loss (grief) and develop individuals ready to be hired by companies that deserve to hire them, not just get a job. This need of re-building worth and value goes unrecognized by many others working with "job seekers."

*Doug Johnson (Client) April 15, 2012*

"Alan never ceased to amaze me during my almost two years of unemployment. Every time I met with him or the Vets Group he always had new and refreshing ideas. I always wanted to attend his meetings/presentations because I would come away inspired and with more job search tools to use. I consider him a great friend and a resource I can always call on. Keep up the great work Alan and know that you are a great asset to our community!!!"

*Dennis McClinton (Client) May 8th 2012*

"Alan is the miracle worker. He enlightened me; literally by pouring a bucket of cold water on my "job search" efforts and waking me up. Drawing out value statements from my past on how I benefited the companies I worked for by doing things faster, cheaper, better, create more or impact people.

I've heard/seen him do this with downtrodden, depressed, unemployed, vets to help them discover and understand their value and self worth...and use that new found "feeling" to energize their job searches and find *meaningful* employment. Results not skills. Value not skills. Networking not job boards. Your next employer deserves to hire you!

He's turned a vets' coffee club into an energized group of veterans helping veterans."

*Doug Johnson (Client) May 16, 2012*

"Your suggestions and insight were very valuable and I only wish that I had connected with you months ago. I did have an interview this morning and it went very well. Your suggestion paid huge dividends. At the interview's conclusion, when asked if I have questions, I responded with many we discussed and what metrics are used to measure the success of the function. The primary interviewer was impressed."

*Steve Best (Client) June 13, 2012*

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"Many many many thanks to you for your support in helping my husband, Steve, get a job. He started 5 Jul 2012 and is thoroughly enjoying being employed and challenged. Alan coached him in a very apparent way that changed how he approached the interview. He was a different man going into that interview and it paid dividends. Alan really made a difference!"

*Colonel Sandy Best (Client) July 10, 2012*

"Al is a very dedicated guy, and has a genuine way about him. He has been very successful in helping Vets see the need for deliberate strategy, and assisting them to implement in some very specific ways."

*James Finley, Director, Veterans Employment Programs, DEED July 30, 2012*

"I appreciate the passion you bring to the events. We are doing very well and your training today was spot on! I like to see the Soldiers ask question and engage! Thanks for volunteering your day and have a great rest of the weekend."

*Ron Jarvi, CPT (Customer) August 11, 2012*

"I do appreciate Alan's insight and credit it with getting me out of the "job seeker" and into the solution provider head space which helped me get my position after being laid off. Get out and help others, yes it won't be quid pro quo but you will benefit. There are great needs for competent people -- thanks to Alan and his ideas those people have a chance to show it and find employment!"

*David Counts, (Colleague) August 15, 2012*

"I can't tell you how excited and energized I am after our meeting. You are so perceptive, with just a few words from me you gravitated to the real essence of my focus. I having been praying for several years for the right persons "to cross my path", I believe my prayer has been answered with you. You should know that you are having an awesome impact on my life."

*Bob Martinson (Client) August 17, 2012*

"You have a heart of gold, and a servant's soul. I really appreciate those qualities in you. I admire your "never say die" attitude. It is one of the qualities that makes you so effective one-to-one. Thanks again for your passion. It's showing ;-)"

*James Finley, Director, Veterans Employment Programs, DEED Thursday, August 30, 2012*

"Al Hill is an outstanding job search coach. He has a unique ability to help Veterans identify not only their skills, but also their value to a potential employer, and then to talk about that value during an interview. Al is a guy who will really make you think, and has had great success with the Veterans he works with."

*James Finley, Director, Veterans Employment Programs, DEED October 15, 2012*

"We met with Alan last week and had a wonderful meeting. We found him to be intelligent, worldly, and of great value to your organization and to the veterans he serves. As a veteran of the Vietnam conflict, I can honestly say, Alan was of extreme help as we pursue our job search. We found him to be a very good person and I hope he is recognized accordingly"

*Michael Delviscio, (Client) November 26, 2012*

"Alan you are the MAN dude, I swear! I can tell you're gonna be a big part of my success in life. I really appreciate the time you're taking out of work to help me out man, I really do! You're a cool cat."

*Daniel Marjama, (Client) January 09, 2013*

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"I was very frustrated for applying for so many jobs that resulted in few interviews. Today, you taught me that networking is the key to getting that dream job. I'm very excited about our conversation. Thanks for all the resources; I can assure you I will make good use of them."

*Charles Karanja, (Client) January 15, 2013*

"Alan is an amazingly gifted person. He is able to speak to all levels within an organization and has the capacity to develop strong partnerships. Many look to him as a mentor and guide. He is an authentic and values-based leader who I trust. He has a deep business sense and can navigate any organization well. If you give him a task you know it will get done."

*Marilyn Williams, (Colleague) January 29, 2013*

"Alan Hill is an uncommon genius, adept at cross-contextualizing principles from the arena where you expect to find them, into a completely different arena, with transformative results. What really sets Alan apart is his noble sincerity in actually caring about people."

*Christy Morrell-Stinson, (Colleague) March 2, 2013*

'Alan Hill is a freakin' rock star, he's doing way more than I expected him to, and he's driving discussions, and helping to focus the team. He's really, really sharp!'

*David Snider, Director, Optum July 1, 2015*

"I sincerely appreciate the way you stepped up to the initial engagement with the NGIS team and with Dave Snider to fix their monitoring. You made a great first impression and they have well deserved confidence that you will lead their efforts to a successful "Supportability" outcome for these important services within NGIS. Thanks again."

*Mike Styba, IT Director, Optum July 6, 2015*

"Alan, you've been a big help with our implementation of SiteScope monitoring on our applications. These are high profile applications for us and require a quick response, which you've always provided. Your responsiveness has not gone unnoticed and we appreciate it."

*Donald Tilleman, (Manager), Optum November 13, 2015*

"Alan, Thank you for all your help in securing our vet employee volunteers, speakers, bloggers, podcasts speakers, webinar presenters, and so much more! The connections you have provided, and continue to provide the TA team to the vet employees is so important to our hiring efforts. Thank you for your energy, partnership and overall commitment to helping us hire from the military and veteran community. You are AWESOME!!"

*Ouraphone Willis, (Diversity Director), Optum November 17, 2015*

"Sir Alan has been a great coach and guided me always. I call him Team Coach. We work together on various challenging monitoring requirements, root cause analysis, deployments tasks and projects. He always inspired offshore monitoring team members and set up new standards and benchmarks. He is very helpful and always believes in team bonding and relationships and is an expert on almost everything. All the best!"

*Ashish Kumar, (Offshore Team Lead), Optum November 19, 2015*

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