

**Recommendations for William S. Frank
at www.LinkedIn.com/in/williamsfrank**



Greg Anderson, Vice President of Information Technology, Chubb Insurance

Bill has been an invaluable coach and guide in helping me navigate to a new career-life balance. His deep experience and keen insight are tremendously useful in career planning. But it's clear that people are really his passion, and that shines through in his approach. He invests time and energy in helping clarify your personal strengths and interests, in order to chart an individualized path to self-defined success.

Rory MacDowell, Vice President of Information Technology, Fischer Scientific

Bill Frank has helped me make the most of my career over the last 30 years! Wouldn't think of making a career change without getting him involved. Plus, he has become a great friend. True words!

Josh Ulla, High-Tech Sales Pioneer

As my wife and I left Houston and ExxonMobil for Denver I had the opportunity to reinvent myself and have a fulfilling career that I would be successful at. Bill Frank was my sherpa through this period and helped find those responsibilities that resonated with me and the environment where I would flourish. Now at Fracture ID as the VP of Business Development I get to teach and share new technology with the industry and enjoy my days at work making a difference. Thanks Bill!

Rick May, Senior Principal at Vizient, Inc

I worked with Bill while I was transitioning between jobs. I can't speak highly enough about his help during that stressful time. Bill did an amazing job of helping me clarify my job goals and create a search process that quickly narrowed in on the type of position I wanted, and also one that was right for me. The result is that I'm now employed in what is arguably the best job of my career. I highly recommend Bill for anyone needing a great career coach.

Todd Obenauer, Program Manager at Starbucks

Bill has been an amazing resource, mentor and friend as I was making a career transition. He helped me to first define my professional passions and desires and secondly, to guide me on how to navigate uncharted waters and take the right steps in pursuing those wants. I cannot overstate the value Bill provided to me and I am proud to now call him a friend.

Tim Chapman, District Manager at Target Corporation

I consider myself fortunate to have been able to get to know Bill. He's a true professional. Bill has the unique ability to be a great listener, while balancing that with offering outstanding advice. Bill's ability to assess each individual to understand how he can help them is second to none. I consider Bill the best at what he does. Bill is an inspiration to all that have had the chance to call him a colleague, partner, and friend.

Anita Polite-Wilson, Ph.D., Leadership Development Consultant

Bill Frank is the coach's coach. He knew how to assess my career challenges, reframe my current situation, and get me refocused on the things that matter. The result was putting me on the pathway to a new future that he helped me to envision for myself. He masterfully held the space for me to "figure it out." After just 6 short months, I am now stepping into the career role of my dreams. Working with Bill is an honor and a blessing.

Alan Adams, MBA, National Account Manager, Pepperidge Farm

When I needed a career transition manager and coach, Bill delivered on his commitment and much more. I found him much more than a professional, I would consider him to be a long-term friend and mentor.

His compassion and drive to learn about me provided a platform for a great partnership. Bill provided answers to my questions, guidance on what to work on, and examples of what has assisted other leaders.

There was never a situation Bill couldn't seamlessly help me navigate. I learned from every conversation and always left with something to work on. He made sure he was available whenever I needed him and always kept his commitments to me. I definitely recommend him as a career transition specialist, coach and mentor.

Kelly Henry, Sr Director, Payer Strategies & Contract Management at UCHealth

Bill will undoubtedly make your career soar! Searching for your next career move can be a stressful and daunting process. Not with Bill! He makes it methodical, fun and best of all - super successful! Learning your strengths and capitalizing on those is the key and he gives you the tools and knowledge to confidently hunt for that next journey in your professional life. I am so excited to begin my new job and I would have never gotten there without his assistance.

Greg Schmidt, Vice President of Finance at Coloplast

After 14 years at my previous company, I realized I needed to make a transition. I had no idea how to make a successful change. That is when a trusted colleague strongly recommended Bill. Bill was fantastic. He helped me thoughtfully think through where I wanted to go (short term and long term) and he helped me land a fantastic job at an outstanding company. My transition process, and the end result it everything I hoped it would be.

Thanks to Bill I'm taking command of my career.

David Laskey, Director of Enterprise Efficiency and Facilities Second Harvest Heartland

After working for one company for over 23 years, I was fortunate enough to have been referred to Bill to be my career "consultant". I use the word "consultant" vs. "coach" because consulting

is where Bill excels. His proven process helped me to figure out what I wanted in "chapter 2" of my career journey, but more importantly he helped me to understand what I didn't want. Bill clearly understood all the stages of my career hunt and guided me through the 8-month journey to land in my perfect role. We set my goal(s) in place and then he taught me how to make them a reality.

Shawn Miller, Vice President of Merchandising - Promotional Solutions at Deluxe

After working for the same company for nearly 13 years, Bill helped me with my career transition to find my next role. I had little experience with the job market and searching for a new career, but with Bill's sage advice and guidance, I was able to find a new position that is great fit.

Bill is an amazing coach and is able to help you focus on the steps needed to achieve your goals. I highly recommend Bill to friends and colleagues who are looking to make a career change.

Joe Schultz, Chief Revenue Officer at Harbor Industries

I feel so fortunate to have been referred to Bill during my transition. Having been with the same company for 22 years I knew NOTHING about what was ahead of me.

There was never a question Bill could not answer. There was never a situation Bill couldn't seamlessly help me navigate. I can't put a price on the peace of mind he gave me throughout this process. I learned something from every conversation and I fed off his energy. I always felt as though I was his top priority.

Daniel Poremba, Chief Redevelopment Officer, City of Englewood, Colorado

I had an outstanding experience working with Bill Frank to help me transition my career from independent consulting back to employment in a new arena I had a very strong interest in but not much specific experience. With Bill's expert coaching, field-tested veteran expertise, creativity and kind-hearted cheerleading, I was able to land the exact type of employment opportunity I really wanted (even in the face of what like very long odds).

I feel extremely fortunate to have crossed paths with Bill and now consider him a good friend and career confidant. He was highly recommended to me and, based on my exceptional experience working with him, I would highly recommend him to anyone wanting to move their career in new and exciting directions. I had initially resisted the expense of a "career coach" as an unnecessary luxury. However, I ultimately experienced the high value that a true expert like Bill provides, far beyond the short-term cost.

Of note, Bill advised me on expanding my consulting practice and pursuing targeted employment opportunities simultaneously. He was able to connect these two endeavors in ways which created valuable synergy. It was actually out of this hybrid path that several new opportunities unfolded, both consulting and employment.

Working with Bill was a truly enjoyable experience - I can honestly say that I miss the process and our related meetings. In each meeting, he consistently delivered at least one "small miracle" idea, usually several.

I wish you similar success in working with Bill!

Wen Wright, Director of Operations Southeast at Jetro Restaurant Depot

I had the pleasure of working with Bill during my career transition with the goal of finding happiness in my next adventure. Bill's is a true strategic leader that is both genuine and personable. His communication, straight-forward feedback, and nurturing/positive outlook for the future are the keys to his successful track record. Every conversation that I had with Bill was thought provoking and meaningful. I consider Bill a lifelong friend and mentor.

Brian Belongia, Senior Director of Operations at Option Care Health

I've had the pleasure of working with Bill for the last 4 months. I started working with Bill after a career transition based on the recommendation of a friend of mine and I am so thankful for that recommendation.

There are a number of things that I appreciate about Bill as my career coach. First and foremost, he took the time to really understand me as a person, what motivated me, and then worked with me to build a personal plan towards finding that perfect next step in my career. He was encouraging and supportive every step of the way through the highs and lows. Once I decided to fully trust the process Bill laid out success came one contact at a time until I found that perfect next step.

I highly recommend Bill for anyone going through a career transition or anyone who is looking for that career coach that can put you over the top in your current position.

Joe Verrengia, Global Director, Corporate Social Responsibility, Arrow Electronics

Bill Frank is one of the best things to happen to me. After a great, long run as a national journalist, I grabbed at a couple of rebound jobs during the Great Recession and really lost my compass. Bill guided me towards a new and deeper understanding of myself and what motivates me. One of our first exercises was to imagine the perfect first year in the perfect new job; three months into a new career, virtually everything I had imagined is coming true. Now I consider Bill to be part of my extended family. Not only is he a pro, he is one of the wisest and kindest people I know.

Jason Stefani, Regional Sr. Human Resources Manager at Amazon

As I looked to make the transition from retail leadership back to HR, I am very happy that my friend Bill Frank was able to be a great partner for me in the transition. Bill used a blend of tried and tested tools along with his well-developed intuition to ensure that I truly knew myself and what would give me career happiness. What really impressed me was Bill's ability to move at my pace. Whether I was sprinting to make my transition final or simply taking a reflective stroll, Bill was by my side to make sure I realized my goal. Thank you, Bill!

Chris Huber, President at Chris Huber Consulting

I feel very fortunate to have connected with Bill Frank as I began my career transition. Bill was invested in helping me learn more about myself and my life ambitions from day one. He guided me through a process of self-evaluation and reflection which has ensured my transition was thoughtful and well planned. His ability to connect what I had to say with words of wisdom from his vast experience and knowledge has been invaluable.

Pat Mullarkey, Group Vice President, CIO at Roundy's Supermarkets, Inc.

Bill is an outstanding career coach. He has provided me with valuable insights based on his vast experience with helping senior leaders manage their careers. He cares deeply about his clients. He brings optimism and enthusiasm to every conversation with him. If you are looking for a partner in your professional journey, Bill is the best you will find.

Scott Hall, Managing Partner, Revelwood Capital

If you're looking for a career coach to help you make the transition from one industry to another, you should pick Bill Frank.

Bill is committed to his clients' success and established a framework that sets me up to get the job I wanted. He will help you identify your strengths and professional goals to focus on finding, as he calls it, the "95%-98% good fit" - the position that makes you both personally and professionally satisfied.

He devoted an inordinate amount of time to helping me succeed in my search and stayed in touch even AFTER I landed that near-perfect job - he really cares!

Dan Fine, Chief Marketing Officer and Digital Transformation Leader (Fortune 50)

After reviewing several options, I selected Bill to partner with me as I embarked on a career transition. Bill stood out due to his years of experience, hands-on attentiveness and an ability to assess and personalize quickly to what I needed. I have found him to be extremely responsive and insightful.

Kevin Miller, District Manager, Kohl's Department Stores

I connected with Bill to assist in my career transition. I found his approach to be genuine and tailored to my situation. He assisted me in navigating my search and coached me on negotiating my value to organizations. In the end, I found a great position with a company I truly enjoy working for. I still keep in touch with Bill as his advice continues to support me in my new role. He is a great partner.

**Mark Hasting, Chief Stores Officer at Blain's Farm & Fleet (Blain Supply, Inc.)
Former Vice President of Store Operations at Target Corporation.**

Anyone can help with a resume. It's the emotional support Bill provides that makes a difference. I step closer to heaven when I help people find him.

Carolyn Harrington, President and Senior Consultant at Harrington Resources (former Vice President of Human Resources, North American Region, the Sorin Group)

I met Bill eight years ago when he did outplacement for Sorin Group where I was VP HR. Over the years he has become a friend and confidant that I respect and turn to for my own personal coaching. He is clearly one of the best career coaches in the business. He is upbeat, insightful, and a truly caring person.

Mark Grudecki, Senior Operations Executive, former Group Vice President at Target

Bill has been a wonderful confidant, supporter and guide throughout my career transition. As a coach Bill shared insight, ideas and feedback that helped me know myself and truly understand what opportunities would allow me to achieve long term goals. I can honestly say I looked forward to each and every conversation we had as there was truly a purpose and they fit into an overall strategy. With Bills help I have secured a great position with a company that I am truly excited about and I look forward to continuing our relationship. Thanks Bill!

Brad Busby, Regional Director at Pilot Flying J

Bill is a fantastic partner. I could not imagine working through a transition without his expertise and guidance. During the time that we have worked together Bill has provided great advice, resources, and results. Aside from the great work that he has done Bill has become one of my closest friends. His commitment and friendship to me has been invaluable. One thing I did not expect when I first started working with Bill was to find someone to work with me throughout my career, not just for a one-time assignment.

Jay Fluent, President/Consultant, Fluent Human Capital Consulting

During the first three months of my startup human resources consulting practice, Bill's guidance has been truly instrumental in creating forward movement. His experienced business insights allowed me peace and confidence during challenging economic times.

Ben Sigmond, Supervisory Patent Examiner - Finance at US Patent & Trademark Office

Bill is always positive, level-headed, a people person, and knows executive placement like no one else. I'd highly recommend Bill to any professional or executive looking for a next opportunity.

Laurence J. Stybel, Ed.D., Organizational Leadership Consultant and Executive Coach

Bill was a career management consulting colleague who became my coach who became my friend. I was co-founder and Board member of Lincolnshire International and Bill's company became a member. Sadly, he left Lincolnshire but I was always so impressed with his gentle, perceptive approach. When I found myself in a career dilemma, Bill was the person I called for help. You could do a lot worse having Bill Frank in your corner. But I promise you can't do much better.

Janis Fairchild, Owner, DATA, a Multimedia Company

Bill Frank is able to quickly recognize and act on what's needed next: if it's a wakeup call or a good suggestion for the next move, he can deliver. Bill's insight has depth coupled with candor and kindness. Building on our strengths, he's helped build and re-build my company. I continue to call on Bill's expertise and friendship as growth and its associated issues arise.

Jack Ekstrom, Director of Government Affairs at Pioneer Natural Resources

Bill Frank is a consummate professional in career building and counseling. It has been my privilege to avail myself of his services, and to heartily recommend him and CareerLab® to those desiring career growth, change and enrichment.

Rick Dutkiewicz, Director at Stapleton Group (Former CFO, Einstein Noah Restaurants)

Bill Frank is an outstanding career coach with an uncanny knack of unlocking potential in individuals. He encourages his clients to first focus inward to their strengths. Once these key attributes are identified, he assists in guiding the individual in the right direction and ultimately into a rewarding career.

Les Woller. Owner, Woller & Assoc., Management and Human Resources Consultants

I've known Bill Frank for 20 years and have seen CareerLab grow from zero to 325 corporate clients, an amazing success story. Bill is an excellent strategic thinker in the world of leadership and career advancement, and he truly cares about people. You'll be safe putting your career or your leadership project into his hands.

Jim Allbaugh. President at Front Range Diversified Group

Bill Frank is a seasoned professional and one of the best executive coaches in the business. He loves to help people and is excellent at doing so with career transitions, C-level coaching, leadership development, and outplacement. Most importantly Bill has character, integrity and is honest.

Mike O'Neil. CEO, Integrated Alliances

I met Bill when he ran the Colorado chapter of ExecuNet. In 5 years, he sponsored 60 programs for 3,000 business leaders. We connected instantly. Bill has great insight into developing relationships and helping others be more successful. My professional and personal relationship with Bill is among my best and most favorite.

TJ Lambert, Senior Vice President at ABC Radio Networks

My work with Bill got me where I am today, Vice President with ABC Radio Networks and ESPN Radio. He is the best . . . he kept me focused and positive while in between jobs. I highly recommend (and have many times!) Bill in any career search...heck, I'm using him now!

Pieter Schoehuijs. EVP and Group CIO, Capgemini

Bill has helped me tremendously in my quest for a new position. The expert guidance, suggestions, structure, and letter/resume review have been instrumental for me to move into my current Fortune 500 CIO type position. Without his help, I would likely not have been here. I recommend his services highly.

Bernard M. Curtis, EdD, Owner, Human Development Strategies

Bill Frank is the consummate professional and one of best collaborators that I know. We have worked on many projects together and they have always been successful and benefited both us and the customer. Bill is a top notch professional and a quality human being.

Peter Mattiace, Chief of Bureau, Associated Press

Bill's attributes are remarkably similar to the often-memorized 12 traits of a Boy Scout -- he is, indeed, trustworthy, loyal, helpful, friendly, courteous, kind ... etc. Here are two more: He is always optimistic about you and your situation, an encouragement especially needed when you cannot find it elsewhere. And he's with you for the long haul, and that's something, too

Jacquie Maidel, Vice President, Human Resources at Sirenza Microdevices Inc.

Bill is a master at eliciting the best from those he interacts with. He is very knowledgeable regarding cutting-edge business-related practices and is an excellent communicator and a great facilitator. He brings dedicated professionalism to every project and program he is involved with and is a great client advocate.

He is a dedicated professional.

Molly C Stevenson, CFRE, Fundraiser

I found Bill to be a soulful, ethical and thoughtful person. Some of his lessons to me were to keep my sense of humor, keep my eyes on my personal objectives and to take good care of myself. Who can argue with these actions?

During my 30's, the time that I was working with Bill the most, it was easy to lose perspective on those things. Bill helped me to stay focused.