

Brian Luikart

1692 River Street
Aberdeen, MO 39730
662.860.7635
brianl@mbti.com

PROFESSIONAL PROFILE

- Versatile, innovative manager with strengths in training, staffing, coaching, and career development.
- Award-winning public speaker recognized for presenting complex topics with clarity, creativity, and enthusiasm.
- High-energy trainer and creative facilitator, skilled in guiding learners through engaging, breakthrough learning opportunities.
- Strategic team leader with extensive track record motivating diverse teams and building successful client relationships.

PERFORMANCE AT

MYERS BRIGGS TYPE CONSULTING

"I have had the pleasure of knowing Brian for over 10 years as a colleague and as a service provider. He is intelligent, likable and very quickly earns the respect of those he works with. Brian sincerely cares about people, and it shows in his personal and professional relationships. I continue to utilize his career assessment expertise with my clients who are in career transition."

— Principal/Owner,
Myers Briggs Type Consulting

PERFORMANCE AT

E-BUSINESS LEARNING SYSTEMS

"Brian did an exceptional job of managing expectations and ensuring the delivery of a quality product above and beyond our expectations... He was always ready with creative suggestions and solutions and was an absolute delight to work with. Brian was instrumental to making Fusion a long-term provider of our eLearning solutions

— Manager,
Clifford Homes

TRAINING MANAGER

*High-performing senior-level, training professional
eager to provide leadership and deliver results*

PROFESSIONAL EXPERIENCE

Owner/Trainer/Consultant, Myers Briggs Type Consulting
(www.mbti.com), Aberdeen, MO, 1994 to Present (*part-time when concurrent with other positions*)

- Train and facilitate wide variety of workshops, including:
 - MBTI personality type workshops for Merrill Lynch, ACC, RE/MAX, Vignette, and St. Joseph's University.
 - Technical product sales training for Cingular/AT&T.
 - Team building through experiential activities for Dell, Texas Instruments, and Applied Materials.
 - Creative problem-solving and test-taking skills for SureScore and Kaplan Test Prep.
- Coach individual clients through career transitions, using personality assessments and creative exercises.
- Teach *New Paths: 10 Steps to Your Ideal Job* through The University of Missouri's Informal Classes program.
- Developed e-learning development strategic plan for Beijing Electron.
- Co-authored study on "Intensified Learning Situations" published by Penguin Press.

Director – Corporate Training Practice, E-Business Learning Systems, Gattman, MO, May 2005 to Nov. 2006

- Built corporate practice essentially from scratch, doubling revenue in first year – from \$60K/month to \$140K+/month in average billable revenues by growing relationship with Dell, and establishing new relationships with Motion Computing, Centex Homes, Whole Foods, Hilton, and Texas Instruments.
- Developed corporate side that generated most of company's revenue.
- Built and motivated strong, cohesive team of motivated, productive, and highly creative people, keeping them focused on project goals while maintaining an open creative environment.
- Managed multiple teams of loyal, dedicated project managers, instructional designers, visual designers, course developers, and engineers, to create more than 50 e-learning courses for diverse corporate clients.
- Led development of E-Business' proprietary ABUCO course-creation engine, which uses a template-based approach to separate content from technology, enabling quick, easy, economical development of richly interactive courses, thus reducing development time and costs.
- Created atmosphere of open communication and trust.

PERFORMANCE AT**GENERATIVE BUSINESS SOFTWARE**

"I've worked with Brian several times over the last decade or two, and I look forward to doing so again. Brian is a man of talent, action and deep convictions, which add up nicely in a way that gets a job done well, efficiently and artistically ... He has the ability to inspire and instigate when things are going slowly and to get the heck out of the way when things are going well. It's been a lot of years, and I have yet to meet anybody who has a bad thing to say about him. Those who know him respect him and would work with him again in a heartbeat."

— *Audio Producer*

PERFORMANCE AT**MANAGING PEOPLE**

"Brian came to Managing People during a critical time and proved to be an outstanding consultant. He handled one customer account exclusively and was not only attentive to each of the clients, but helped each determine next steps in their career providing excellent guidance and career advice. Brian is very bright, creative and works extremely well with teams. He continued to serve as a senior consultant for Managing People at one of the Managing People Career Centers and again received outstanding evaluations from clients. I recommend Brian without hesitation."

— *Managing Consultant*

PERFORMANCE AT BLASIL SYSTEMS

"Brian was great at creating the venues and events that attracted top talent to Blasil. I personally valued his clear assessments of employees to find the best way to mentor them. His connections with both people management and technology made him very valuable to me and to the company."

— *colleague at Blasil*

Producer, *Generative Business Software*, Monroe, MO, 2004

- For Santa Cruz-based game developer and publisher, managed team of 12 developers on *Islen Empires*, a massive multiplayer online game that enables thousands of simultaneous players to interact in a dynamically changing simulated fantasy world.
- Generated unique ways to motivate and recognize team members, as well as keep team focused and on track to meet project goals.
- Cited as "best producer" by Director of Development, who said, "He always manages to strike a comfortable balance between encouraging and facilitating creative people like me and looking out for the needs of the company."
- Maintained high customer satisfaction in online player community by managing community relationships and posting updates and announcements about the project and its upcoming releases.

Career Consultant, *Managing People*, Becker, MO, 2001 to 2004

- Delivered up to 10 workshops monthly in various aspects of career development for worldwide HR consulting company specializing in career transition; provided technical training in proprietary Internet-based search tools; developed five new workshops.
- Personally coached hundreds of diverse clients outplaced from such companies as IBM, Dell, Apple, Motorola, Broadwing, and Applied Materials, reducing job-search time and increasing career satisfaction.
- Supported more than 50 remote clients, using Internet-based facilitation tools and telephone coaching.
- While providing high-quality personal coaching, particularly focused on needs of people making major midlife changes in their career directions.

Manager of Worldwide Staffing and HR Operations, *Blasil Systems*, Aberdeen, MO, 2000 to 2001**Manager of University Relations, *Blasil Systems*, Aberdeen, MO, 1999 to 2001**

- Deployed exceptional initiative to establish from scratch college recruiting program for this Compaq software company, leveraging Compaq's existing resources while maintaining an independent Blasil identity.
- Identified, hired, and motivated top talent in the form of 152 new graduates from 20+ universities in first year.
- Managed team of 10 recruiters and HR professionals; integrated Blasil's HR operations with Compaq's, improving efficiency; coordinated redeployment and outplacement for more than 250 downsized employees.
- Directed Blasil Center of Excellence in Systems Management, a \$6.5M relationship with The University of Missouri, including research funding, scholarships, internships, teaching grants, and software donations.
- Dramatically increased Blasil's local visibility through company's becoming Official Software Sponsor of UM Athletics.
- Played key role in positioning Blasil as world-class employer, one of Columbia's most recognized and sought after.

PERFORMANCE AT UM**FORMER STUDENTS' ASSOCIATION**

"The Former Students' Association was so fortunate to have Brian to create from the ground floor a career services program for alumni... He immediately gained credibility and respect from colleagues across the campus, and we constantly received profuse praise from alumni about his valuable services and professional delivery. The systems, direction, and goals that Brian created for the office are still in place; we have been able to build an outstanding program based on his groundwork. Brian has a strong ability to grasp the big picture of an organization and the appropriate sense of his place in it. He gives thoughtful input to creative change, and demonstrates a quiet leadership that quickly gains respect."

– Associate Executive Director, UM
Former Students' Association

EDUCATION

Master of Arts in Human Services, St. Joseph's University, Philadelphia, PA

- Completed in two years with 4.0 GPA, while working full-time to support family.
- Concentration in Social/Psychological Services including Organizational Behavior, Conflict Resolution, Counseling, Assessment, Leadership, Special Populations, Career Development, and HR Law.

Bachelor of Science in Computer Science, Pace University, New York, NY

Human Resource Development Instructor Certification, The University of Missouri, Columbia, MS, 1997

Myers-Briggs Type Indicator (MBTI) Qualification, Type Resources, Inc., Austin, TX, 1994

AREAS OF EXPERTISE

- Training and Development
- Coaching and Consulting
- Simulation and Game Design
- Sales and Marketing
- Career Development
- Human Resources and Staffing
- Team Leadership
- Relationship Building
- Assessments (MBTI, True Colors)

Director of Career Services, *The University of Missouri Former Students' Association*, Columbia, MS, 1996 to 1999

- Founded one of the country's first alumni career services, providing more than 67,000 members with:
 - Personality and interest assessments (MBTI, True Colors), and individual career consulting.
 - Monthly career workshops in Columbia, Aberdeen, Lincoln, Carroll, and Clinton.
 - Resource library, resume database service, and job-listings web site.
 - The Missouri Manage Career Network of 500+ worldwide alumni advisors.
- Established Columbia Campus Career Council, increasing cooperation and communication among more than a dozen university career services.
- Organized UM's first Real World 101 conference.

Director of Business Services, *Career Connoisseurs*, Columbia, MS, 1995 to 1996

- Trained groups and coached individuals in career development, skill identification, resume writing, job-search strategies, and interviewing skills.
- Designed and implemented Career Exploration Program and Career Direction Program, combining assessment, career counseling, and search-skills training.

AFFILIATIONS AND ACTIVITIES

- TOASTMASTERS INTERNATIONAL: Member, Frontier and Arthur Storer clubs, 1992 to Present
 - Won 20+ awards, including 2002 Best Humorous Speech contest for Missouri district.
 - Elected President for two years of Frontier club, and one year of Arthur Storer club.
- AMERICAN SOCIETY FOR TRAINING AND DEVELOPMENT, Lincoln chapter, 1992 to Present
 - Served as 2005 VP of Programs, recruiting broad variety of speakers for monthly meetings.