



**Adrian Bashford - Testimonials as Employee Engagement Chair (2000+ employee organization)**

*These are a collection of testimonials from those involved with my Employee Engagement work. Many of these are excerpts from comments provided by 14 individuals with the full comments, with names, available on LinkedIn along with many more comments on my work.*

“In record time, Adrian was able to set up a grown-from-grassroots Employee engagement team, that unified the workforce and culture, and gained significant credibility and traction with the senior leadership, HR, management and people. Adrian was able to identify the employee needs (communication, career evolution, training, social events, community involvement), engage and qualify passionate individuals as leaders for each such direction, expand the employee engagement team and guide it through most of the initiatives. All such effort was on voluntary basis; Adrian's merit being to offer each of the employee engagement team members the ability to use their tremendous talents, that in a lot of cases were completely unrelated to their actual work position... When Adrian handed off his leadership role, the employee engagement team was running as a well greased machine.”

“I found Adrian to be an extremely bright, creative and capable individual, who somehow managed to bring out the best in all those that worked with him. In a leadership capacity, in addition to being very passionate and driven, I would say that one of his strongest qualities is an ability that so few leaders possess, and that is the ability to listen. As the head of the ESAT team, Adrian was tasked with helping the team foster new programs and initiatives that would help improve overall employee satisfaction in the organization. In this capacity, Adrian exceeded all expectations and it was through his strong leadership and his ability to encourage and motivate others, that a number of successful programs were launched; addressing key areas such as team building, career growth and development, and skills improvement and training. As such, I whole heartily give Adrian my recommendation.”

“Adrian is one of the most natural leaders I have had the pleasure of working with. His passion and drive were contagious within the ESAT [Employee SATisfaction] team which Adrian led for over two years. Adrian has many attributes and displayed many behaviours that all good leaders possess such as the ability to motivate others, creating a vision, decisiveness, adaptability and most of all honesty and integrity.”

“In the more than 2 years of leadership in the MEN ESAT team, Adrian was a fearless leader and not only led the team through the peaceful time but also continue to hold the team together in the very difficult periods. During this period, Adrian recruited and continuously built the ESAT team as well as growing sub-team leaders within the team. He also initiated many ESAT activities and guide the direction of the execution of many ESAT programs. His dedication and leadership were greatly appreciated by many team members as well as employees who benefited from the ESAT programs.

“His leadership was apparent in all activities, from enrolling and engaging the participation and approvals of executive management and junior personnel alike. His management style was consistently professional, his presentations to the executive teams were particularly creative, relevant and accurate to the activities he managed on the ESAT project. He earned the respect of his team members, executive teams and subordinates on a daily basis. I was proud to be a part of his team.”

“The Employee Engagement Team was composed of employees in various positions across the business unit. In spite of its diverse composition, Adrian very effectively led the team toward a common goal by fostering an open and creative environment which encouraged all members to contribute.”

“Through Adrian's leadership and strong ability to articulate the needs of employees to the executive cabinet, employees now had a venue to voice their concerns and know with confidence that their interests were represented. While the success of any team requires participation and responsibility of many people, I feel strongly that the best years of this team were those in which Adrian was the chair. His creative ideas, his attention to detail, and his enthusiasm kept the team rolling smoothly and on time with our planned initiatives.”

“Adrian's leadership of this team was exemplary. As part of this leadership role, Adrian interacted directly with our HR team as well as the executive cabinet to present ESAT issues and request support for ESAT initiatives. However, what particularly impressed me was 1) Adrian's ability to make every ESAT team member's views were valued and given proper consideration and 2) his strong communication skills in general, both within the regular meetings, as well as regular email updates to keep everyone in the loop and engaged. These led to a strong sense of community and collaboration across all levels of the team.”

“Adrian was an inspiring leader for the Employee Engagement team. He started a number of very successful initiatives and kept the MEN employees motivated during some very difficult times at Nortel. His leadership helped guide the team to become an integral part of the MEN organization.”

“Although Nortel was in a great state of flux, many people recognized that the future of Nortel was dependent not on technology but on the human resources through out the organization. No one lead this charge with greater passion and determination than Adrian. One can only imagine what Nortel would be today if the Nortel as a whole had as much passion and commitment for the people who did the work as Adrian did... Adrian has a unique combination of abilities being able to commit to the details of a plan in conjunction with a very power grasp of the larger more strategic picture of the global market and the companies position in it.”

“His approach is creative and optimistic. We got things done that hadn't been done before because Adrian had a great combination of evidence-based critical thinking mixed with an enthusiasm to achieve great things that had not been tried before. I look forward to our next project!”

“Adrian appreciates the people surrounding him by closely observing each one's strengths and unique features, which is a great leadership quality. He is a creative thinker, passionate believer and will go an extra mile to support his causes.”

“As the leader for the MEN ESAT team, Adrian demonstrated creativity, optimism and tenacity with a real "can do" attitude. Under his leadership, the team rolled out many initiatives that were looked at as "best in class" examples in the company, and picked up by groups outside of MEN [our line of business]. In fact, the MEN ESAT team continued its focus despite the troubled times that the company has been going through. Adrian's leadership style empowers others within the team to come up with new ideas and get them implemented. This directly leads to more and better results every time!”

“Adrian is a devoted leader who inspires people he works with through his commitment and passion for his work. He is a strong organizer, good persuader and a charismatic speaker. He takes on challenges head on and always looks for ways of doing things better. He is a strong believer and supporter of continuous learning and self improvement.”