

Thomas C. Breznau

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PROFESSIONAL EXPERIENCE: ACADEMIC/CONSULTING/BUSINESS

2007- Present

Owner

TCB ENTERPRISES LLC

TCB Enterprises LLC brings together Tom C. Breznau's multiple crafts: teaching & training; consulting & coaching; helping build and facilitate the development of effective leaders, organizations, and experiential learning experiences.

1992-Present

Director, LandSea Program

Kalamazoo College

This part-time position is responsible for all the logistics, leadership training, wilderness skills and risk management necessary to take 100 incoming first-year college students into the wilderness in Canada for 18 days just prior to beginning their first year at the College.

2007-Present

Adjunct Professor of Finance

Grand Valley State University

Grand Rapids, Michigan

Teach Finance in the MBA Program

1994-2007

Executive Director

Stryker Professor of Business and Management

L. Lee Stryker Center for Management Development and Educational Services

Kalamazoo College, Kalamazoo, Michigan

This position, which reports directly to the president of Kalamazoo College, is responsible for the generation of \$700,000 in revenue per year to cover the cost of the Center's programs. In addition to support staff and an average of 15 student interns, Executive Director supervises three program directors who are responsible for: the Regional Small Business Development Center; Enrichment and Summer programs; and Consulting Solutions (the consulting and training arm of the Center).

- Direct the consulting and training arm of the Center. Develop and facilitate leadership and management workshops for government, non-profit and private employees.
- Director of Regional *EDGE*: a collaborative action strategy for improving the competitiveness of the Southwest Michigan economy. This cluster-based economic development initiative was created in early 1998 with the formation of eleven cluster and infrastructure groups with over 200 members, most of whom are CEO's of regional business. (1998-2001)
- Facilitator for Kalamazoo County Council of Governments. (1995-2000)
- Selection of completed consulting/training projects:

- 2006 – 2007 Kazoo Inc., Kalamazoo Mi.**
Led a organizational culture assessment and change project that included a leadership skills 360 assessment of all supervisors and senior managers in this 150 employee firm
- 2003 –2004 Lakeview Community Hospital, Paw Paw, Mi.**
Designed and facilitated two annual senior management retreats including leadership training covering change management and team building.
Contact: Mr. Jeff Johnson, VP of HR: 269.657.1476
- 2002 - 2003 Pharmacia, Hepar, Franklin Ohio**
Designed and delivered two, 2-day leadership development training workshops for their leadership team.
Contact: Ms. Brenda Lewis, HR manager: 937.743.6236
- 2000 – 2002 Pharmacia Corporation**
Facilitated Frontline Leadership training in two-day workshops to managers and supervisors at Pharmacia Corp.
Contact: Mr. Greg Opdycke, retired: 269.375.8419
- 2001 Africa University, Mutare, Zimbabwe**
Designed and delivered 2-day leadership development workshop.
- 2000 Van Andel Institute**
Designed and facilitated Sexual Harassment training for employees.
- 1998 –1999 Perrigo**
Designed and facilitated Assertiveness training for Perrigo.
- 1996 – 2000 Pharmacia Corporation**
Custom designed and delivered Leadership Development training to managers and supervisors at Pharmacia Corp.
Contact: Mr. Greg Opdycke, retired: 269.375.8419
- 1995 L. Lee Stryker Center**
Coordinator of a three person team convened to develop the Leadership Concepts and Skills curriculum for a six day class we still offer: Leadership Concepts and Skills I, II, and III.
- 1995 Central Michigan University**
Designed and facilitated a 3-day Future Search conference for the College of Education, Health, and Human Services at Central Michigan University.

Associate Professor, 1979-1994

*Department of Economics and Business
Kalamazoo College, Kalamazoo, Michigan*

Taught the following courses throughout 15-year career: Financial Accounting, Principles of Finance, Marketing Management, Seminar in Entrepreneurial Management, and Senior Seminar in Leadership and Management. Responsible for creating and administering various college programs (see below). Director of the Small Business Institute (an S.B.A. sponsored program using students on consulting teams to help local small business owners), and Director of the LandSea program (a three-week, wilderness orientation program for incoming first year students). Creator and facilitator of "The One Year Entrepreneur" seminar at the College's Stryker Center for Management Studies, and chair of the Admissions and Financial Aid Committee.

Visiting Associate Professor of Business Studies, 1989-1990

*University of Zimbabwe
Harare, Zimbabwe*

Received a Fulbright Scholarship and sabbatical to teach in the MBA program. Courses taught: Management and Organizational Development, Marketing Management, International Business Management, and Small Business Management. Executed two major consulting contracts with Organizational Training and Development. Additionally, consulting was provided to a number of private companies, including a fishing cooperative, Zimbank, and an engineering firm.

Detroit Edison Company, 1971-1973

Detroit, Michigan

Employed by the Treasurer of the Detroit Edison Company, responsible for analyzing the \$150 million pension fund to determine if the rate of return of the different trustees was adequate. Also worked in the financial services area dealing with daily cash flow needs, including purchase and sale of commercial paper.

Investment Analyst, 1969-1971

Griswold Research Company

Assistant to the president, responsibilities included trust accounting to in-depth research and analysis of particular stocks.

Credit Analyst, 1968-1969

Manufacture's National Bank, Detroit, Michigan

EDUCATION

- 1971 Master of Business Administration, University of Detroit, Detroit, Michigan.
Area of concentration: Finance.
- 1968 Bachelor of Science, *cum laude*, University of Detroit, Detroit, Michigan.
Major: Finance. Other Areas of Concentration: Economics and Accounting.

BOARD MEMBERSHIP

Serve/served on the Board of Directors of the Kalamazoo County Chamber of Commerce, the Michigan Technical Education Center at Kalamazoo Valley Community College, Next Door and the Kalamazoo Consultation Center.

MEMBERSHIPS

Association of Experiential Education (AEE), Institutional Membership; International Society for Performance Improvement (ISPI); and Kalamazoo Human Resource Managers Association (KHRMA).