



SCOTT YOUNG

Michelle Gladieux teaching in West Lafayette.

what they can to proactively make space for more folks who are different from them in their life. Don't wait for someone to come along and do it for you.

**MICHELLE GLADIEUX, PRESIDENT  
@ GLADIEUX CONSULTING**

**Origin Story:** Since nursery school—from my earliest memories and notes Mom saved from teachers—I've been butting in to

people's personal communication obstacles and later, professional communication challenges, to offer a hand up. Meeting people where they are, illuminating their strengths and sharing courage to face weaknesses is why I'm here. With guidance from fantastic profs at Purdue, I became an instructional designer, then training facilitator, adjunct professor, and executive coach. Over the past 10 years, GC has gathered 10

gifted, creative humans dedicated to improving lives and workplaces. We have a blast doing exactly that. We're spread out over a few cities in Indiana and Kentucky, and our Zoom "Happiest Hours" are my favorite meetings these days. I lean hard on our visual designers, project manager, process improvement leader, and marketing and research associates, and I love them. Now they'll know for sure, if they didn't already.

**Client Base:** We are grateful to count organizations of diverse size and scope in our client family, each with unique local, national or international reach. *Editor's Note: A listing of GC's clients can be found on their website.*

**Local Spark:** Compared to clients on the coasts, folks in the Midwest haven't always as readily accepted the idea of working on oneself or one's company as they do today. Ten or 20 years ago, having an executive coach or seeking communication skills training had more of a stigma attached, and satisficing attitudes ("I'm good enough to get by") can also get in the way of growth. It's an organizational culture thing. It starts at the top. These days, as we field requests to build EQ, leadership, conflict management, stress management and other trainings, we ask the most senior leaders if they will go first as learners. If they say "yes," it's a good match for us.

We see more minds opening to growth in NE Indiana, and that's a big part of our job—to motivate people to want to learn and use feedback strategically. Folks trusted us with professional development projects in our early days and then talked about us. With Fort Wayne's wide range of organizations, we gained experience in banking, healthcare, IT, retail, warehousing, non-profit, government, manufacturing and academic settings. Word spread, and we're forever grateful.

Fort Wayne's location near Chicago, Detroit, and Indianapolis makes it easy to travel to clients across the country and easy for organizations to send teams here for training events. We hope more employers will explore coaching and training opportunities for all levels of leaders, and not overlook non-management team members who have potential to lead. We'd welcome more calls for strategic planning and

process improvement assistance. Any smart investment in people and process pays back ten-fold. As our Director of Process Improvement Michele Hill puts it: "We should never be satisfied with where we are, but continuously create ways to be better."

**On the Horizon:** For GC, we'll expand our reach across the U.S. to help organizations thrive. We'll continue to invest in designing top-drawer instructional content. We'll share professional development tools as inclusively as possible. Readers can sign up for our quarterly e-newsletter (*BREAKDOWN*, with a wink to the Tom Petty song) at [gladieuxconsulting.com](http://gladieuxconsulting.com) to receive free fillable resources. For Fort Wayne, I see increased collaboration between public and private sectors. Fort Wayne is becoming a destination, and can be a model community for starting and growing a business. 

— Jennifer Dodds Fox



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