



RW Consortium

Four Generations, Many Cultures, One Global Solution

RW Consulting Group's customized multigenerational, multicultural leadership and communication courses help companies gain competitive advantage through improved retention and productivity. Seminars and workshops are facilitated through a consortium of nationally-ranked experts.

All seven of RW's courses were developed in partnership with the New Jersey Institute of Technology and can be offered in certain foreign languages.

Members of the consortium include:

Paul Anovick, President of Anovick Associates, an expert in multigenerational training and the lead instructor/developer for RW Consulting Group. Mr. Anovick has more than 35 years of business management experience, including the presidencies of three successful companies. He is also an Adjunct Professor at the New Jersey Institute of Technology.

As a consultant and trainer, Paul, has earned a strong reputation for his ability to adapt, innovate and effectively communicate with diverse audiences. He has worked with Fortune 500 firms such as Fox, CBS, Westinghouse and ABC Disney. Most recently, he has customized and facilitated training modules on Leadership, Creative Problem Solving, Project Management, Conflict Resolution and Effective Communication for Boston Scientific, Barr Laboratories, Creamer Construction, Viacore, Espirit Pharma, Shamrock Technologies and Dow Jones Wall Street Journal.

Steve Hanamura, President of Hanamura Associates, offers 24 years of experience as a consultant, coach, trainer, facilitator and public speaker delivering customized services on a wide variety of management subjects. His expertise includes the dynamics of diversity, generational and cultural differences, leadership development, team building and managing change.

Author of two major books and many professional articles, Mr. Hanamura has worked with Nike, American Airlines, Merck & Company, Safeway, Nordstrom, Kaiser Permanente, Hewlett Packard, Marsh USA and various other organizations, including NASA, the U.S. Forestry Service and Wright Patterson Air Force Base. Blind since birth, Steve uses his broad and fascinating life experiences to teach leadership principles that create positive workplace climates.

Christina M. Santiago, President of Rising Above, LLC, is a professional speaker, Certified Human Behavior Consultant, and corporate trainer. She is an adjunct instructor for Bergen Community College and County College of Morris. Services include keynote speeches, on-site training and executive coaching. Christina works with clients to strengthen leadership, improve morale, and build strong teams. Christina is multi-lingual and has appeared on CNBC's *On the Money* and several cable local access shows.

Her professional background is in Human Resources, Communications, Marketing, Public Relations, and Wellness. Industry background includes: Finance, Healthcare, IT, Aviation, Direct Sales, Retail, and Education. Christina's partial client list includes: Merrill Lynch, Goya Foods, McDonald's, Prudential Center, New Jersey Sports & Entertainment Authority-Meadowlands and Monmouth Park, Bergen Community College, Teva Pharmaceuticals, Jackson Hewitt, and Whole Foods Market. Christina is a contributing expert in magazines: *Latina*, *Garden State Woman*, and *MARCI*. Published articles include topics on success, life mastery, management communications and career changers.

Areas of training, facilitating, and consulting expertise include: Effective Communication, Leadership Development, Customer Service, Conflict Management, Team Building, Coaching, Time Management, Human Relations, and Wellness/Work-Life Balance. She is noted by clients for her dynamic presentations, creativity, keen intuition and pinpoint accuracy in assessing needs and developing solutions. Christina is a member of several professional and community organizations. In her spare time, Christina is pursuing her life's passion of flying by attaining a private pilot certificate.

Jon Bittmann, President of Jon Bittmann Creative, LLC, is an instructor/developer with expertise in various aspects of communication. Jon has some 40 years of experience as a copywriter for products, sales promotions and advertising for clients such as General Electric, Prudential Insurance, IBM Office Products, Nabisco and Clairol.

A former Vice President of Sales Promotion for both Cunningham & Walsh and Doremus & Company, Jon also has developed marketing communication programs for

companies in a variety of industries, including Citibank, Merrill Lynch, Dun & Bradstreet, Casio, Kawasaki Motorcycles and Akai. He has created course leader guides and case studies and has taught a highly interactive and competitive advertising campaign course at Fairleigh Dickinson University.

Jiangli Zhu is a versatile consultant with strong corporate experience in product management, marketing, customer relations and user support. She combines a broad technical background in both China and the United States with outstanding people skills.

A former member of the technical staff of Lucent Technologies, Jiangli translated, refined and formalized special presentation material regarding the future of China's telecom networks for the Chairman of Lucent China. She played various senior roles in the marketing and customer support of Lucent's Optical Networking Systems.

Jiangli authored a tutorial that simplified understanding of the product's core concepts for marketing and sales teams. As a project coordinator of Nokia, she worked as a troubleshooter and also developed methods and procedures for information gathering, status reporting and data analysis. She was a problem solver and vendor liaison in the Global ORACLE Support Group of Marsh, Inc.

RW's management team consists of Joseph Scalice, President, E. Scott Wingerter, Chief Operating Officer, and Bob Hoberman, President of Executive Search & Training Services, and represents three of the four multigenerational groups.