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DR. TYRONE A. HOLMES, Ed.D, LPC, CPT



Dr. Tyrone A. Holmes, Ed.D, LPC, CPT, is a dynamic speaker, trainer, fitness coach, consultant and author. He received his Bachelors degree in Rehabilitation Education and Masters Degree in Counselor Education from Penn State University. Dr. Holmes received a second Masters degree in Business Management from the State University of New York before earning a perfect 4.0 G.P.A. in his Counselor Education doctoral program at Penn State. He is a Licensed Professional Counselor in the state of Michigan, and has been certified to facilitate a variety of educational programs including Development Dimensions International's *Interaction Management* and *Team Action* workshops, Beverly Kaye and Associates' *CareerPower* program, Jack Parr and Associates' *"We Care" Customer Relations Training Program*, and the *Different People...Common Ground* program offered by the National Conference for Community and Justice. Dr. Holmes is certified as a Personal Trainer through the American Council on Exercise (ACE), the recognized industry leader in fitness trainer certification. He is also certified as a cycling coach through USA Cycling.

Dr. Holmes has held professional and managerial positions in both higher education and the financial services industry. He served as a corporate Human Resource Manager for Amerisure Companies, where he worked extensively in the areas of team building and human resource development. He has also served on the faculty at Eastern Michigan University in the Department of Leadership and Counseling, and Wayne State University in the Department of Theoretical and Behavioral Foundations.

Dr. Holmes has helped countless individuals enhance their ability to communicate, resolve conflict and perform more effectively in culturally diverse settings. He has created and copyrighted numerous training systems, and speaks on a variety of communication, fitness and diversity topics including *Improving Communication in Culturally Diverse Settings*, *Health, Fitness and Job Performance*, *How to Start a Successful Exercise Program*, and *How to Connect Diversity to Performance*.

SAMPLE CLIENT LIST

- Arbor Research Collaborative for Health
- Bing Group, L.L.C.
- City of Melvindale
- DaimlerChrysler A.G.
- The Detroit City Council
- The Detroit Edison Company
- The Detroit Regional Chamber
- Dow Corning Corporation
- Ford Motor Company
- Harper Woods School District
- Jewish Vocational Service
- Melvindale-Northern Allen Park School District
- Mercy Health Services
- Marsh USA Inc.
- Michigan Assisted Living Association
- Michigan Department of Civil Service
- Michigan Department of Career Development
- Michigan Department of Transportation
- National Association of Medical Minority Educators
- National Conference for Community and Justice
- Oakland Community College
- PBS&J
- The Pennsylvania State University
- Plunkett & Cooney Law Firm
- Plymouth-Canton Community Schools
- R. L. Polk & Co.
- Saint Francis College
- St. John Health System
- Saint Michael's College
- San Diego State University
- SMART
- Sodexo Marriott Services
- The University of Detroit Mercy
- The University of Michigan
- Visiting Nurse Association Inc.
- Volkswagen of America
- Wayne County Regional Education Service Agency
- Wayne-Westland Community Schools
- Wheeling Jesuit University
- Wright & Filippis

CLIENT TESTIMONIALS

Several years ago, our law firm asked Dr. Holmes to guide us in the development of a comprehensive diversity plan. Through his remarkable insight and wise counsel, we have taken great strides forward. Dr. Holmes is both a brilliant scholar and an innovative coach who motivates people with unique vision and time-tested practical advice.

Anthony J. Rusciano, Chairman of the Board, Plunkett & Cooney, P.C., Bloomfield Hills, MI

Dr. Holmes was very instrumental in establishing and implementing our firm's Diversity Initiative. Dr. Holmes conducted training sessions for all employees to 'roll out' the Program, which was a monumental feat for us. The employee feedback was very positive and has allowed us to continue the implementation process successfully.

Denise Boucke, Human Resources Manager, Plunkett & Cooney, P.C., Bloomfield Hills, MI

Dr Holmes, my sincere thanks for the great work you did with our Diversity Council and Recruiting Team. The facilitation and training you provided was of the highest caliber and resulted in us developing Diversity Council Goals and a diversity Recruiting Plan that had total buy in from the respective teams. Your depth and breadth of knowledge regarding the subject of diversity and your practical approach were greatly appreciated by my leadership team. We will achieve our goals!

Mike Beamish, Executive Director of Human Resources, Volkswagen of America, Auburn Hills, MI

We engaged Dr. Holmes in re-energizing our Corporate Diversity Council and developing a recruitment and retention strategy for our organization. The sessions he facilitated were informative, practical, and engaging. As a result of his assistance, our organization is on track with a diversity initiative that is integrated with our overall business objectives. I highly recommend Dr. Holmes to any organization that is beginning or re-focusing their diversity efforts.

Machelle Williams, General Manager of Diversity, Volkswagen of America, Auburn Hills, MI

Dr. Holmes is a subject matter expert regarding workplace diversity challenges and opportunities. His relaxed presentation style and demeanor make him a highly effective facilitator and presenter. He is able to create the ideal environment for openness, learning and sharing. I would highly recommend his training programs to other organizations.

Deborah L. Young, Vice President, Corporate Human Resources, R. L. Polk & Co., Southfield, MI

Dr. Holmes took the time to understand our organization before our training. We appreciated that.

Joseph Walker, President, R. L. Polk & Co., Southfield, MI

Dr. Holmes showed us the ability and experience to take a complicated and emotionally laden issue and forge consensus around it. He keeps the issues simple and presents them in such a way that the audience cannot help but agree with the conclusion. He proved to be a real benefit to our company.

Patrick M. Barrett, Senior Vice President & General Counsel, R. L. Polk & Co., Southfield, MI

Dr. Holmes, thank you for the wonderful, thought-provoking keynote address and breakout session, as well as your participation in the panel discussion at our 6th Annual Diversity Appreciation Day Celebration. Your presentations were thoroughly enjoyed by all. We've received nothing but great comments ranging from, "I enjoyed Dr. Holmes" and "Dr. Holmes is a dynamic speaker – see if he could teach a class that provides cultural group information" to "Dr. Holmes needs to come back and do Diversity Forums for all DMC sites. His message is universal – he can reach the masses effectively".

Marcia Gamble-Griffin, Co-Chair, Diversity Advisory Council, Detroit Medical Center, Detroit, MI

Dr. Holmes, my congratulations on your excellent presentation. I had a significant number of participants comment to me on your training session, more than any other during our week-long staff development. The consensus of my group was that your training session on multicultural communication was very thought provoking, informative and practical. You kept the session lively with plenty of group participation and involvement in the material. No doubt we will be asking you back for next year's staff development.

Pat McGinn, Director, Southwest Carpenters Training Fund, Los Angeles, CA

The training provided to our organization by Dr. Holmes on Recruiting and Retaining a High Quality, Culturally Diverse Workforce was exceptional. The agreement within my team was that your support throughout the setting of the diversity recruiting strategy was a reflection of my organization's needs. Also the information you provided during the training session provokes reflection and is very educational as well as practical. During the whole initiative, Dr. Holmes communicated & helped us build a higher understanding that diversity is a business reality that has direct impact on our recruiting efforts.

Alejandra Lorenzo, Manager of Recruiting, Volkswagen of America, Inc., Auburn Hills, MI

Dr. Holmes has helped us learn the dos and don'ts of intercultural communication. He has helped our community understand that diversity is an enriching resource, and has helped us reduce the 'us' and 'them' attitude in our organization. Our students and staff are enthusiastic about what they learned from Dr. Holmes.

Father George F. Lundy, S.J., Ph.D., President – Wheeling Jesuit University, Wheeling, WV

Dr. Holmes has done an outstanding job helping us design and implement our diversity program. His leadership, advice and superb training skills have been and continue to be invaluable.

Joe Galusha, Managing Director - Risk Consulting, Marsh USA Inc, Detroit, MI

It's refreshing to hear such positive feedback about a corporate training program. Our colleagues enjoyed the interaction your CONNECTIONS program fostered and are determined to utilize their new skills to make our firm a more successful workplace.

Nina Maggart, Senior Vice President, Marsh USA Inc, Detroit, MI

Dr. Holmes is an excellent trainer and workshop facilitator! His professionalism and obvious ability to relate to all people make him a unique and special person. His knowledge of professional development and related subjects is astounding and his delivery of that knowledge is not arrogant or intimidating, putting all those at ease who participate in his workshops, seminars or personal coaching sessions.

Ardis Cazeno, Director – Labor Exchange Services, Michigan Department of Career Development, Detroit, MI

Dr. Holmes is a consultant and educator. He brought rich ideas and strategies that linked with our goals and objectives to recruit and retain a culturally diverse workforce. He is very knowledgeable and professional. His presentation style of directness, sprinkled with humor, is engaging and motivating. When we seek additional consultation, Dr. Holmes' name comes up first.

Gloria H. Polk, Consultant - Multicultural Services, St. John Health, Warren, MI

Dr. Holmes is a high caliber, value added consultant! He exhibits a high degree of knowledge and professionalism. I highly recommend him!

Germaine K. Carter, Vice President of Human Resources, The Bing Group, Detroit, MI

Dr. Holmes guided my senior staff in the development of a strategic plan for the Division of Student Affairs at San Diego State University. He also advised us in developing the most constructive forum for requesting and validating feedback from our Directors. His expertise enabled us to complete our strategic plan positively and efficiently. Should you have any training needs, I highly recommend Dr. Holmes.

Dr. James R. Kitchen, Vice President for Student Affairs, San Diego State University, San Diego, CA

Dr. Holmes has helped me to recognize patterns of behavior in myself that I can change with the result of becoming a truly effective leader.

David Nowak, Vice President of M.I.S, Bing Metals Group, Madison Heights, MI

Dr. Holmes provides an excellent learning experience for our staff. Our staff looks forward to seminars facilitated by Dr. Holmes. His energy and professionalism are the reason why we keep calling him back

Michelle Hansel, Director - Human Resources, Detroit Regional Chamber, Detroit, MI

Over the years, it has been my extreme pleasure to engage Dr. Holmes as a consultant. He offers excellence in each of his endeavors!

Trinee Moore, Director - Visiting Nurse Association Training Institute, Oak Park, MI

Dr. Holmes brings a fresh new approach to communication between facilitator and audience. His background knowledge and experience offer a hands-on approach with a diverse audience.

Nancy Sturm, Director - Challenger Learning Center, Wheeling Jesuit University, Wheeling, WV

Dr. Holmes relates well to students, staff and faculty. His seminars are targeted to his audience, contributing to an outstanding educational experience.

Pamela Zarkowski, MPH, JD, Associate Dean - School of Dentistry - University of Detroit Mercy, Detroit, MI

Dr. Holmes has really dialed in the conflict management training. The Managing and Resolving Conflict course directly relates to many key issues managers deal with.

Rich Labate, Sales, The Bing Group, Detroit, MI

Dr. Holmes presented a very useful training session. The role-playing parts were insightful and practical. As an HR professional, I learned new tools that I am sure will be useful.

Lawrence D. Wilson, Human Resources Manager, The Bing Group, Detroit, MI

I highly recommend Dr. Holmes for key learning experiences.

Sebastian Wade, Senior Director - Public Affairs, Detroit Regional Chamber, Detroit, MI

The conflict management sessions have helped in understanding how to handle certain situations between myself and different people. A highly recommended training session.

Nabiha Khalek, Engineering Manager, Bing Assembly Systems, Detroit, MI

The training provided to our organization by Dr. Holmes on Continuous Process Improvement and Teambuilding was phenomenal. The training has resulted in significant improvement in our operation and also in employee morale. Dr. Holmes has exceptional communication and people skills. His services were certainly one of the best investments we have made for developing a high performing workforce.

Brenda C. Njiwaji, Director – Office of Labor Market Information, Michigan Department of Career Development, Detroit, MI

The teambuilding training provided to our leadership team by Dr. Holmes has resulted in improved performance and communication within our management structure. Dr. Holmes is very knowledgeable of the subjects presented and is professional in his delivery. He is a great trainer!

Donna Cooper, Director – Customer Service Division, Michigan Department of Career Development, Lansing, MI

This has been an enriching experience that provides significant reinforcement of my management style and provides additional tools for increased effectiveness. Thanks for the experience.

Jim Agnew, Vice President of Operations, The Bing Group, Detroit, MI

Dr. Holmes is a great trainer! He utilizes group activities as a strategy to get you involved and actively learning.

Selina Bonds, Program Manager, The Bing Group, Detroit, MI

Members of my staff have called, stopped by or e-mailed their appreciation for Dr. Holmes' program. We all learned a lot, did some real teambuilding, and we were energized by the level of interaction and group participation.

Dr. W. Terrell Jones, Vice Provost for Educational Equity, The Pennsylvania State University.

Dr. Holmes has a good, practical and useful approach to diversity in the workplace. Any company or organization can benefit from this training.

Jeff Bell, Director of Information Technology and Systems Integration, Visiting Nurse Association, Oak Park, MI

Our workshop with Dr. Holmes was invaluable in bringing into focus for our managers the major issues related to recruiting a diverse staff and finding a clear path for moving ahead.

Roger Williams, Executive Director, Penn State Alumni Association, University Park, PA

I never realized how my communication skills affect my ability to empower my employees. I have learned valuable techniques that will improve both my communication and leadership skills.

Michelle Harper, Program Manager, Visiting Nurse Association, Southfield, MI

Dr. Holmes helped our organization identify three primary goals during our strategic planning process--student access, student learning and student retention. Dr. Holmes ability to facilitate group discussions with the leadership in the division was critical in guiding us to focus our work around these three key goals.

Eric Rivera, Assistant Vice President for Student Affairs, San Diego State University, San Diego, CA

Excellent training series. A very insightful and interactive process that provided more than a few 'takeaway' ideas!

Tom Duff, Vice President of Sales, The Bing Group, Detroit, MI

I found the Conflict Resolution sections were the most meaningful and important to me. Dr. Holmes activities and facilitation skills were outstanding.

Charles Kammann, Manager of Therapy Program, Visiting Nurse Association, Detroit, MI

Dr. Holmes, thank you for a great 10 minute presentation on Communicating the Importance of Diversity for the Association for Multicultural Counseling and Development Luncheon. Your presentation was brief and to the point with a powerful message for all counselors. Excellent presentation. We are glad you were part of our program.

Karen Bibbins, Ed.D, CTRS, AMCD On-Site Convention Coordinator, Detroit, MI

A very unique ability is to captivate an audience and make them process your spoken words long after you have left the room. This, I am sure, occurs on many occasions when Dr. Tyrone A. Holmes speaks. It certainly happened when he spoke at the Association for Multicultural Counseling and Development's Samuel H. Johnson Luncheon. He understood our mission and delivered a powerful and memorable keynote address that provided our guests with the "professional opportunity of a lifetime".

S. Kent Butler, Ph.D, PLPC, NCC, NCSC, Associate Professor – Division of Counseling and Family Therapy, University of Missouri at St. Louis