

Bob Ungarean

Advantage Performance franchise partner Bob Ungarean is a sales and marketing specialist with more than twenty years of global experience. He focuses on the areas of sales management, leadership development, strategic planning, change management, performance management, and selection and assessment. He has been responsible for building businesses in the U.S., Mexico, and Latin America.

Bob's career includes serving as Managing Director of Paradigm Learning, Inc; as SVP of North America Sales and Marketing for SHL USA; and as Regional VP for human resource consulting firm, DDI. He was also District Sales Manager for the American Management Association. Bob earned a B.A. degree in Psychology from Pennsylvania's Edinboro University and an M.A. in Industrial/Organizational Psychology from Western Kentucky University. He serves clients from his Plano, TX office and enjoys boating and jogging in his leisure time.

Name some organizations with which you've worked.

American Airlines, Alcon Labs, Texas Instruments, Marathon Oil, Williams Companies, Cementos de Mexico, Cydsa, General Motors, Celanese, AMD, Alcatel, EDS, Sabre, Siemens, USAA, and Verizon.

How does this experience benefit what you offer clients today?

I bring clients the unique experience of having practiced what I preach. During my corporate management career, I lived and utilized the same kinds of solutions that I now recommend to clients. I've developed national sales staffs and implemented performance development systems, leadership training, management processes, and team building initiatives in situations where I was responsible for the achievement of specific business goals. As a result, I bring firsthand experience and deep insight into many of the issues that my clients are facing.

What's the best thing you do for clients?

I listen with an unbiased ear to my clients' needs, and then recommend the solutions that really work. I'm proud of the fact that I'm known for delivering credible solutions that fit precise business needs. I also take pride in being personally reliable, doing what I say I'm going to do for clients regardless of the obstacles.

What delights you about your work?

Helping organizations improve their investment in people. To me, "return on people" is where the rubber meets the road and what can have the biggest impact on the bottom line. Whether as a manager or as a consultant, I've always loved to see people grow and develop. It is exciting to be able to provide consultative, innovative, and best-of-class learning solutions that help organizations improve productivity, efficiency, and quality.

What are your personal "business words to live by"

"Walk the talk." You have to be able to support it if you expect other people to do it. Support is the big word. Managers need to give their people the tools, coaching, and feedback to help them do what's required. Managers also need to support the change they've requested by modeling it themselves.

If you could make only one thing happen for your clients, what would it be?

That organizations understand the impact that their people have on the bottom line, and how commitment, communication, and support must be aligned with the organization's vision, values, and critical success factors.

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