

Thomas Yagos
TYagos@regis.edu
C# 303-888-0147

Educational Background

- Master's in Business Administration (Operations Management), Regis University 1994-1997.

Professional Certifications or Professional Registrations

- Mind Shop Consulting Tools 2003
- Conversational Intelligence Coach 2017
- Candidate for Strategic Management Certification 2022.

Teaching Experience

- Lecturer at Regis University-Strategic Management, Developing Effective Organizations, and Capstone Courses in MBA and MSOL Graduate Programs- 1998-Present in the Anderson College of Business. 21 years in both online and in the classroom.

Conducted field trips with learners to meet CEO's of local companies to discuss leadership and strategy. Invited CEO's as guest speakers to address the learners in the classroom format. Built an Executive Advisory Board of CEO's for the School of Management at Regis University in 2005.

Academic Experience

- Participated in the design and co-development of leadership and the capstone courses for the classroom and the on-line format for the working adult graduate students in the Anderson College of Business.
- Participated in COLT Conference to discuss using ZOOM to debate in the online format.
- Currently working on an article with a colleague for publication in 2020.

Consulting Experience

- Design, develop, and facilitate leadership and management programs for organizations, both domestically and internationally. Facilitate strategic planning sessions for corporate clients to increase revenue, earnings, and market share. Establish ROI metrics for all initiatives. Trained senior leaders along with coaching them for improved performance. Use a consultative style

leadership approach in working with executives through change management initiatives. Clients include; Air Methods Corporation, Sony, General Electric, ZOLL, Sinclair Oil, REMSA, LLS, Lowes, and others. Ongoing consulting with several of these clients.

Publications

- Yagos, T.J. (2011) Fearless Leadership: How High Performing Organizations are Transforming the Workplace! Insightful Leaders Press, Denver, CO.

Professional Training

- Facilitative Leadership Program January 2014
- Attended a number of workshops on the adult learning model that were sponsored by Regis University.
- Air Force veteran who designed, developed, and facilitated leadership and supply chain courses for commissioned and non-commissioned officers.

Professional Presentations

- Leadership presentation to Risk Management Association in 6/2016

Community Activities

Volunteered at the Action Center-Lakewood Food Bank

Non-Academic Experience

2009-Present
Arvada, CO

Founder Yagos & Associates

Consult with corporate clients on, strategy, operations, leadership, change management, team building, and succession planning initiatives. Clients consist of emerging businesses to the Fortune 500 organizations.

2007-2009 Sr. Business Advisor

Eide Bailly, LLC Golden, CO

Responsible for new business development with an advisory team. Facilitate client engagements with senior executives around strategic initiatives of; succession planning, process improvement, leadership, and strategy. Clients consist of companies in construction, manufacturing, technology, and professional services. Designed, developed, and facilitated strategy and leadership programs for clients that ranged in size from \$1 million in revenue to \$1billion.

2001-2006 Senior Consultant

The Alta Group, SLC, Utah

Designed, developed and facilitated customized leadership and management solutions for corporate clients in financial services both in the US and abroad. Facilitated customer service, change management, and leadership programs for these clients. Responsible for developing new business opportunities for the firm.

1995 –2001 Sr. Vice President Park Western Financial Corp. Golden, CO.

Joined the executive team as a shareholder with the responsibility for increasing revenue, profitability and shareholder value. Developed a three-year strategic plan with the senior team. Processes and systems in departments were evaluated and redesigned to reduce costs and increase profitability while maintaining flexibility in order to respond to the needs of the customers. Managed the sales team with an annual budget of \$30 million in revenue. Designed curriculum and facilitated all training initiatives for the senior team and the sales force for a variety of programs including customer service, leadership, management skills, financial management, sales management, and effective teams using both internal and external consultants.

**1983 –1994 Director
Denver, CO**

Republic Financial Corp.

Originated, managed and funded over \$100 million in structured financings with emerging companies to the Fortune 500 companies. Increased sales each year by 20%, while maintaining the existing client base. Designed national vendor programs for equipment suppliers to finance their products and services. Worked with these companies on strategic initiatives around financing, strategy, succession planning, and leadership development. Designed course curriculum and facilitated all training initiatives for senior management and the sales team.