

## Performance Edge Solutions

Performance Edge Solutions gives you the edge you need most – with your people. Founded by Dr. Tom Brunner, Performance Edge Solutions is a private consulting firm and leader in using Great People Science (GPS) to identify and improve personnel factors that have deep financial implications for your future. No matter how large or small your business we flexibly apply GPS in a scalable and highly cost effective manner providing high yield results.

Organizations most often fail not because of technical issues, but because they did not cultivate a productive and accountable culture composed of exceptional professionals. To attract, develop, and retain exceptional people/cultures, you need a toolbox of credible techniques that reveal the critical but often hidden factors tied to your next growth challenge.

**We help you conquer your growth challenges by solving key personnel issues. Why make deep investments (e.g., hiring, merging, and succession) with shallow information?**

## Culture Change/Merger

### How does our expertise serve your needs?

- Over a decade of experience providing neutral and third party situation analysis
- We use industry best practices related to pre-merger due diligence as it relates to cultural fit questions
- We specialize in helping stakeholders identify critical cultural fit issues tied to success
- We are reliable and objective trusted confidants who vigilantly focus on serving the overall good

### Our GPS toolbox is fully customized to your needs and contains four unique benefits:

#### Predictive Power:

Our tools quickly give you comprehensive but concise and actionable information so you make more confident and reliable decisions.

#### Deeper Awareness:

We give you the “deepest intelligence” with tools that penetrate far beyond the superficial information gathered from narrow methods like interviews, resumes and amateur or generic surveys.

#### Precise Guidance:

Our first commitment is to understand your reality more deeply than anyone else has. We get to the root of your problems to solve your growth challenges.

#### Sustainable Results:

We provide long-term solutions that anticipate future challenges so our present solution is future focused.



Performance Edge Solutions gives you the edge you need most – with your people. Founded by Dr. Tom Brunner, Performance Edge Solutions uses Great People Science (GPS) to help you more accurately select, develop, and retain exceptional professionals who create business success and elevate your organization’s business culture. We identify and improve personnel factors that have deep financial implications for your future.

## Profile – Organizational Consulting Psychologist

Dr. Tom Brunner is a capable executive level consultant who has a reputation for producing high yield and enduring results in a timely fashion. He has special skills in working with high potential individuals and teams who are focused on enhancing their overall culture. Industry interests include professional services, healthcare, nonprofit, high technology, and religious organizations. Dr. Brunner's expertise in behavioral science has resulted in a track record of using higher caliber techniques that get to the heart of your most pressing growth challenges. As a doctoral level consultant, he has the highest level of credentialing available.

Dr. Brunner has worked with local and nationally known organizations including Tucson Electric Power, Carondelet Healthcare, and the Discovery Channel. He is a licensed psychologist in the State of Arizona and is a member of the Society of Consulting Psychologists. He is a frequent guest speaker at local businesses as well as being a regular guest lecturer at University Medical Center here in Tucson. Dr. Brunner currently also serves as the President of the Carondelet Owners Association Board of Directors.

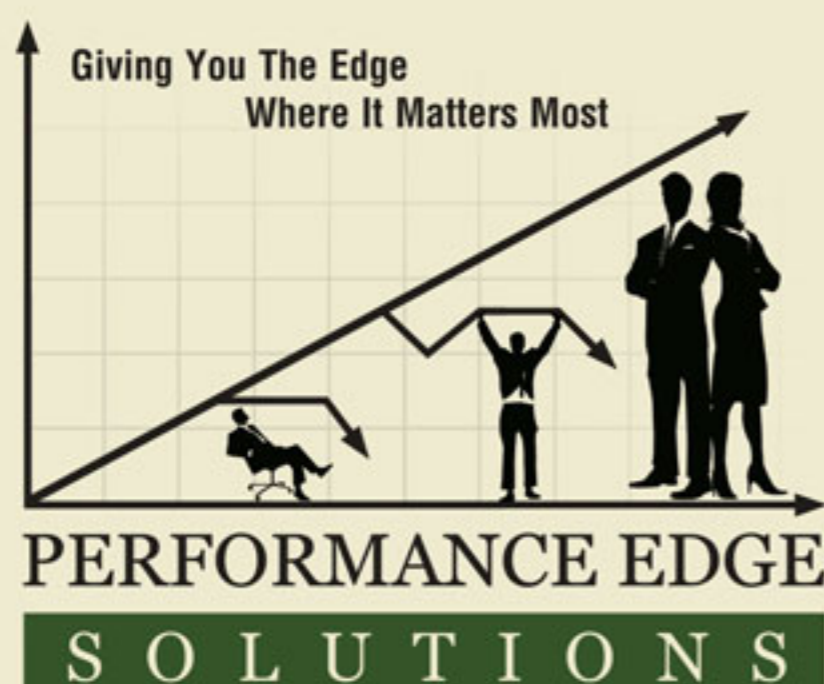
Tom and his wife Maria have two young children here in Tucson, Arizona. Tom is an avid cyclist and hiker. Tom and Maria enjoy regularly "giving back" to the community through pro bono and volunteer activities with local schools. Tom recently founded the Center for Character Strength Investment (CSI) to apply cutting edge science to the challenge of developing youth leaders who would retain core values as they go on to lead the next generation.

## Awards & Distinctions

Dr. Brunner is humbled by the fact that in 2010, he was awarded the Arizona Psychological Foundation's Early Career Psychologist Award. He has also received an award for his behavioral science research from the Society for Personality Assessment. He is senior author of a personality tool that has been adapted into seven languages, and has published numerous scientific book chapter and journal articles.

## Education

Dr. Brunner received his M.A. and Ph.D. in Psychology from the University of South Florida (Tampa, FL). He completed his residency at the University of Florida Health Science Center (Gainesville, FL). Previous to that, he completed an M.A. in Social Science at the University of Chicago (Chicago, IL). His BA is from Tulane University (New Orleans, LA).



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