

RoadShow Biographical Data - *QWLC*

Elizabeth and Joe Lacroix...

Joe and Elizabeth Lacroix assist clients with workforce capacity development as the owners of *QWLC – Quality of WorkLife Consultants*. They focus on comprehensive long-term diagnostics of an organization's culture using workforce surveys and their own WorkStyle Preference Inventory – **The RGB**. These data gathering tools are utilized in combination with their proprietary software package *CapacityWare™ Software* to make projections about organizational performance and suggest concrete improvement strategies.



Elizabeth has a background in systems management. She specializes in workplace dynamics focusing on **The RGB** and *QWLC's* Cultural Diagnostic Workups including Multi-Source Feedback Assessments. Elizabeth is the primary lead on all **RGB** Foundational Workshop presentations and a driving force in the *FastTrack RGB* Certification offerings.

Elizabeth is also the designer of simulations/games that instill an undercurrent of fun and light competition into every learning opportunity. Her natural inclinations are to identify and connect with users in order to stimulate deeper understanding in these workforce capacity development tools.



Joe has devoted a full career to learning about the implications of organization culture on organization performance and profitability. He has authored the comprehensive Client Technology Library - a five-volume set of organization development "how to" manuals for the serious workforce capacity practitioner.

Joe also created and maintains their proprietary software *CapacityWare™* used by certified practitioners as they serve their clients. *CapacityWare™* is also the launch pad for a blended **e-Learning** system the enables practitioners to engage continuously in fresh learning opportunities available "on demand and just in time" to meet the rigors of a continuously evolving organization development field.

Together, the Lacroix's are a powerful presentation duo that adds practical dialog and occasional entertaining banter to tough topics. They pride themselves on helping clients adopt their technologies at low cost and with constant availability to help improve the workforce quality of work life and life in general.