



## NEW HIRES

*The Refinery team expands again! We've added a number of great new people to our team. Click through the link to access their full bio.*

- [Juan Pablo Rico](#) – as a Consultant, Juan brings further depth to our Latin American team.
- [Russ Hamilton](#) – comes on board July 1st as a Consultant with exemplary coaching skills.
- [Lisette Reyes-Paulino](#) – joining us as a Consultant, Lisette adds a great deal of educational experience.
- [Marina Zimmerman](#) – as HR Assistant, Marina has been instrumental in getting the Refinery (Austin) office open and ready for business.
- [Melanie Heida](#) – joining the Refinery Vancouver team as Projects Coordinator, Mel has added new insight and skills to our Service team.
- [Monica Trejo](#) – also joining our Service team as Project Assistant, Monica's logistics and multi-language ability are great assets.

Read more about The Refinery at  
[www.refineryleadership.com](http://www.refineryleadership.com)

## NEWS updates from THE REFINERY Team

**PARTNERSHIP UPDATE** from Barbara Ross-Denroche, President & CEO  
*As a leadership and organizational development firm, we're intrinsically aware of what it means to have strong and progressive leadership. Strong leadership helps us prepare for rapid growth, guides us through this growth and sustains it long term. We also understand the importance in recognizing this leadership success. It is in the spirit of leadership and recognition that this past April 1st, Barbara Ross-Denroche welcomed Dr. Mark Frein and David Gibbons as Partners of The Refinery's ownership group.* [...read more](#)

**THE YEARS IN REVIEW** by Barbara Ross-Denroche, President & CEO  
*On September 1<sup>st</sup>, The Refinery will enter our 10<sup>th</sup> year in business. Each June, as we begin to chart our course for the up-coming fiscal year, it's an opportunity for us to look back on the year that was, embracing the successes and challenges to distil the key learning moments.* [...read more](#)

**OPENING OF A REFINERY OFFICE IN AUSTIN, TX** by Dr. Mark Frein, Partner  
*Commitment to our clients. Constantly evolving. No Stuff. These are all foundational tenants for our team and culture at The Refinery. It is with this in mind, along with our obsession with client service, that we are proud to announce the opening of our new full-service office in Austin, Texas, October, 2011.* [...read more](#)

Our consulting practice most typically takes the form of a highly customized training and development initiative or set of initiatives provided at one or more levels of an organization. Our programs include a wide-variety of learning methodologies from cohort-based experiences to individual coaching to management simulations to technology-enabled learning at a distance. Our expertise allows us to help a client determine what is the most effective and efficient approach to development.