

# SCOTT R. HAMILTON

St. Paul, Minnesota 55108

651-329-8609

shamilton@vuelmanagement.com

www.linkedin.com/in/scottrhamilton

## RECOMMENDATIONS

### **John Ledy** – *CEO & President, The Integris Group (Immedia, GML, & Distrieon)*

“Scott is an exceptional leader with very strong management skills and the ability to engage the support others and the team to achieve a common goal. He has a deep understanding of the need to be customer focused and does an excellent job to drive customer expectations while at the same time containing costs. Scott also has exceptional negotiation skills, as he is able to confront very difficult issues head on without hesitation. There is always give and take in negotiations and Scott is able to discern those issues that are of least importance while ensuring those of most importance are achieved. Scott was part of our top management, and for a good reason. He stood out amongst his peers, was respected and highly valued.”

### **Virginia Minter** - *Director of Human Resources, ProSource Technologies*

“Scott was our Director of Operations...we partnered to shape the operations in seven offices on Long Island, NY.

The emergency disaster program was a continuously complex and changing environment. Incorporating calculated risks through Scott’s strategic insight he was quickly able to analyze and resolve challenges. Scott brought a perfect blend of common sense, creativity, innovation and tactical leadership, which allowed our emergency disaster program to quickly exceed expectations. There are many aspects I admire about Scott’s leadership. He has a roll up your sleeves attitude; he provided clear goals and lead day-to-day operations with ease. Employees respected Scott as he listened to suggestions and concerns. He promoted collaboration and teamwork while allowing employees to engage and grow their talents.

Ramping up seven offices, hiring and training 300 plus employees in a few short months and then handling the reverse at the end of the project we had long and stressful days however at the end-of-the-day, Scott met challenges head-on and produced impressive results in minimal time.”

### **Annie Phillips** – *Site Manager, NY Rising Storm Recovery*

"As Director of Field Operations for the NY Rising Storm Recovery Program, Scott Hamilton proved himself to be a skilled professional with the knowledge and experience to successfully build an extremely complex program from the ground up. From staffing to processes, Scott demonstrated his ability to stay focused on the primary objectives while not losing sight of the demands and challenges faced by his peers and subordinates. He was able to tap into the strengths of his staff members and delegate accordingly in order to bring about results that always exceeded the goals set by the State. He worked tirelessly, often under difficult conditions, to support his staff in their efforts and keep everyone involved in the Program focused on the task of providing assistance to storm victims. And in his interaction with the victims, it was obvious that his concern was genuine and heartfelt.

As a Leader, he was not only approachable, but encouraged his staff to provide feedback and ideas as to how to improve the workflow process and the quality of service being provided to storm victims. For me, Scott was not only my Supervisor, but a mentor from whom I learned more in one year than I had in my entire professional career and he would be an asset to any organization."

## RECOMMENDATIONS

**Barbara Galise** – *Site Manager, NY Rising Storm Recovery*

“Scott...is a natural leader who has the gift of identifying each staff member’s primary talents and bringing out the best in each one throughout the course of the entire project. From there he prioritized every task necessary, provided detailed instructions, encouragement and advice, so that each project staff member had a clear direction and took part in the overall success of the project. In the course of managing his last project, Scott demonstrated an ability to focus on the stated objectives, recovery and rebuilding efforts in storm-affected municipalities throughout New York State. In close collaboration with local and community leaders in these areas, Scott, under the New York Rising umbrella, worked tirelessly to respond to communities’ most urgent rebuilding needs while also identifying long-term and innovative solutions to strengthen the State’s infrastructure and critical systems for the future. An effective delegator, Scott trusted the team he assembled, in turn resulting in tremendous faith in him as a fair and effective leader.”

**Dianne Viotto** – *Site Supervisor, NY Rising Storm Recovery*

“Scott is an exceptional leader with strong management skills and the ability to engage the team and support staff to achieve goals. He sets clear expectations and expects results. He has a strong business sense and exhibits professionalism at all times. Scott has the leadership skills to motivate and inspire individuals and is an exceptional mentor. He shows a deep understanding of the needs of the customer, and he managed across the differences with a diverse staff in multiple locations.”

**Melissa Leonard** – *Senior Case Manager, ProSource Technologies*

“Scott is one of those rare Directors who also naturally serves as an inspiring mentor for the whole staff. With his vast background and experience in field operations, Scott exhibits strong interpersonal skills and a unique capacity for empathy. These qualities most notably translate in his ability to motivate a team to care about its project and be invested in the project’s success. Scott is the go-to person for conflict resolution and problem solving; when issues break out in meetings, he steps in to diffuse tension and induce compromising. He motivates staff at all times to meet the crucial deadlines the job always entails. Though he’s never one to draw attention to himself, Scott’s positive attitude and the respect others feel toward him are palpable. It was an honor and a privilege to work with Scott.”

**Lynn Filis** – *Office Manager, ProSource Technologies*

“I had the privilege of working with Scott Hamilton as part of the NY Rising Housing Rehab program. Scott lead the team in New York engaged in the management and distribution of Federal Community Development Block Grant Funds to victims of Hurricanes Sandy and Irene.

I worked in the Island Park, Long Island office as Senior Administrative Assistant. The Long Beach/Island Park area was particularly devastated by these storms. We started that office with nothing more than the knowledge that funds had to be distributed to storm victims as quickly and efficiently as possible. This was our primary goal and Scott, working with the Senior Management Team, initiated the start up operations and provided us, the Project Delivery team, with the direct management and leadership needed to get this project off the ground and on track to accomplishing our goal.

More than just the skill Scott Hamilton provided us with the heart necessary to make our goal a reality. In addition to meeting and exceeding client expectations, Scott knew it was important to understand the Applicants and Project Delivery team from the human level as well. Appreciating all aspects of the project, Scott’s expertise and mentoring were invaluable to us all. He kept us focused and motivated.”

**Laurie Hadyk** – *Human Resources, ProSource Technologies*

“Working with Mr. Hamilton has inspired me to achieve higher goals, because he encourages you to reach out past your boundaries. Scott is a reliable team player who could always be counted on to put in more than his share of the work. He has an ability to generate a calm work environment. When deadlines loom, tension can build and Scott knew how to add levity to the situation, relieving stress and keep the team on task.”

## RECOMMENDATIONS

**Kevin Hogan** – *President, Stylmark*

“We contracted with Scott to help Stylmark handle a very large opportunity with a major retailer that involved significant manufacturing and logistics issues - and had to be ready within a few short weeks. We needed someone who could come in and hit the ground running, mesh with our management team, and engage our work force to meet the challenges of this opportunity. We interviewed a number of consultants and found he had the right mix of deep manufacturing experience, strong logistical skills, and the personality to deal with all of the internal challenges. Scott was impressive in his short time at Stylmark and I would definitely bring him on board for future projects.”

**Tim Rea** – *President, Fantastic Floors*

“I want to thank you for all that you have done for my company. You came in and immediately took charge of the situation and told us what we had to do. It wasn't what we wanted to hear or do, but it was exactly what we needed to do to stay in business. I saw your plan and cash flow charts and could really see it was our best option to keep our doors open. We are now following your leads and using your plans and strategies on our own. Thank you for showing us the way. I would highly recommend you to any troubled company. You really worked hard for us.”

**Michael Dixon** – *CFO, Triple F*

“Triple F hired Scott as a consultant to lead the company through operational and financial challenges. I worked closely with Scott and saw him as a valuable business partner. Scott was able to very quickly get up to speed with operational and financial issues, and provide both short term and longer term solutions to the company. Scott's approach was professional, insightful, practical providing the company solid detailed solutions and longer term strategic direction”

**Tracy Cogan** – *Account Director, Immedia*

“Scott has proven to be an expert in his field, creative in his approach and partnership with myself and the organizations he works for and with. He is extremely business savvy, and sees the big picture while understanding the tactical implications of getting through each step of the process. His goals are always to partner for mutual success, welcoming open and honest communication and motivating team or an entire business to be better. Working with Scott is a very enjoyable partnership, and the impact made is always impressive. I've witnessed numerous successful projects lead by Scott, from business acquisitions and start up, to negotiations and even complete restructuring. I have truly missed his presence greatly on other projects, when we have not called on him. I believe anyone who has the pleasure to work with him on any level, will be a better businessperson, and see great success as a result of Scott.”

**Jodi Haugen** – *Director of Marketing, Xcel Products, Inc.*

“I first worked with Scott in August of 2007 and again in 2011. During the past four years, I have found Scott to be an excellent resource and mentor. He has continues to grow his skill set and network of resources. As an individual, Scott exhibits the best of qualities that a company would seek in a consultant; vast operations background, integrity, focused and calm demeanor. I find his expertise and mentoring to be refreshingly straight-forward, insightful and diplomatic.”