



## PRESS RELEASE

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### **Howick Associates Joins Patina Solutions**

*Patina adds Leadership and Organizational Development practice to help companies develop leaders, drive change and take action to achieve strategic priorities*

**Brookfield, Wis. – September 20, 2012** – Patina Solutions, a firm that provides proven, accomplished professionals with 25+ years of experience for key projects and engagements, announces that Howick Associates has joined the firm, forming Patina's new Leadership and Organizational Development practice.

For over 28 years, Howick Associates has been a trusted advisor and collaborative partner to leading organizations in developing talent, driving change and delivering results. Located in Madison, Wis., Howick Associates brings expertise in leadership development, designing and facilitating planning sessions, helping organizations implement strategic changes, coaching leaders and more.

"I am excited to have this talented team join Patina Solutions," said Mike Harris, President and CEO of Patina Solutions. "With their strong reputation, proven methodologies and expertise in leadership and organizational development, they will be a great asset to Patina as we help our clients achieve their objectives in these and other areas."

Drew Howick, founder of Howick Associates, and his colleague Jeff Hanan, will be taking on the roles of National Practice Directors, building and managing Patina's Leadership and Organizational Development practice for a growing number of cities throughout the U.S. Another associate, Lori Finkel, will serve as Manager of Leadership and Organizational Development and Mentoring.

"By joining Patina, we now have access to a large number of experienced and talented organizational development specialists that includes executive coaches, trainers, succession planners, communication experts, project managers and facilitators as well as other experts," said Howick. "We are pleased to join the firm and look forward to serving existing and new clients with all of their leadership and organizational development needs."

Patina's Leadership and Organizational Development practice provides services including change management, succession planning, strategic planning, executive coaching and 360-degree feedback. Also available are courses such as the Engaging Leader Series, Driving Change for Results and Internal Consulting for Results. In addition, Patina's new Mentor Bank service offering, which involves external mentoring of companies' high potential and future leaders, will become part of the Leadership and Organizational Development practice.

The practice will be operating out of Patina's Madison and Corporate (Milwaukee area) locations, serving all of the company's offices including Chicago, Cleveland, Boston and Tampa. For more information about Patina's Leadership and Organizational Development practice, contact Drew Howick (in the Madison area) at 608.233.3377 or Jeff Hanan (in the Milwaukee area) at 262.754.2247.

### **About Patina Solutions**

Providing proven, accomplished professionals with 25+ years of experience on a flexible basis, Patina Solutions helps companies solve problems, leverage opportunities and fill expertise and resource gaps – all leading to improved results.

With expertise across all major business functions, Patina Professionals help businesses of all sizes and industries both domestically and internationally. They perform at strategic and tactical levels, ranging from C-suite executives to technical project resources. This allows Patina Solutions to provide precisely matched expertise to the unique needs of each client and make an immediate positive impact.

Patina Solutions engages with clients in many ways: project design, management and execution; interim executive and management roles; consulting, advising and thought leadership; board of director and advisory board members; ongoing, part-time executives; and mentoring of high-potential employees.

Founded in 2008, Patina Solutions has offices in Milwaukee, Cleveland, Chicago, Boston, Tampa, Madison and Hong Kong (serving the entire Asia Pacific region), and plans to continue to expand.

For more information, visit [www.patinasolutions.com](http://www.patinasolutions.com).

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