

A Message From Bob



Merry Christmas and Happy Holidays to all of our BDCG consultants, associates, clients and friends! As we wind down 2021 and look forward to 2022, we should all take time to enjoy the **journey**, to feel good about the **challenges** we overcame, to **celebrate** the **successes** we shared, and to **reflect** and **build** on whatever gives us strength and hope!

For me, the words **journey**, **challenge**, **celebrate**, **success**, **reflect** and **build** are extra meaningful as we proudly achieved our **30th year** since we began as DeLeeuw Associates, Inc. in 1991! What a ride it has been over the past 3 decades! How many merger projects have we completed? We've been doing re-engineering projects back to when we used plastic process flow chart templates and typewriters! And we've partnered with so many clients over the years, making us both proud and grateful for how much we've accomplished, how many lessons we've learned that we can now share in the gift of experience, how many friends we've made over the last 30 years, all to be built on as we look forward to the years ahead of us! Thanks to all of our consultants and clients, and to the BD team in the 'back office' who always make the engine run! Thank you!



In addition to marking our 30th anniversary as DeLeeuw Associates and then BD Consulting Group, this year took from us a very dear friend! On January 3, 2021, **Clyde Roller** left us for a 'better porch' in heaven and he took with him much love and appreciation for what he did 'down here' for us and with us for many, many years. *A Tribute to Clyde is included in this Newsletter on page 2...*

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Another milestone this year is the 3rd anniversary of WEglobal, a company that I proudly serve in the capacity of Honorary President of the Advisory Board! This fabulous firm began many years ago as DeLeeuw International and re-branded 3 years ago to better reflect the reach and influence it has throughout the world! Congratulations to all our friends at WEglobal!



Once again, I hope and pray that you all have a wonderful and blessed holiday and a very happy new year! - Bob



In loving memory...

Clyde Roller

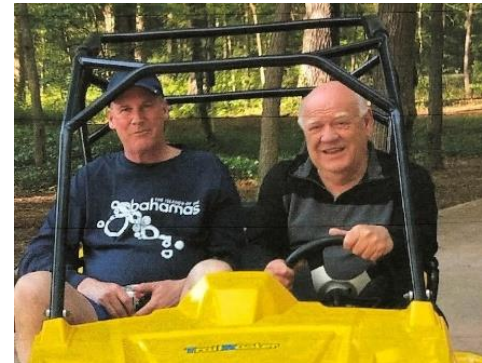
A life well lived, a man well loved.

On January 3, 2021, the BD Consulting Family lost a very dear friend, Clyde Roller! For me personally, Clyde was first a Client, then a Mentor, Business Partner, and above all else, my Friend!

He and I spent a lot of time together during the 30 years since he gave me my very first consulting assignment at NCNB in 1991. Or as I like to say, 'we went on all the rides' as we worked hard and played hard throughout the years. His laugh (Haw, Haw, Haw), his front porch, the bottle of 'Blue' with the double nickels (for my 55th), and so many more memories of laughing and sharing will be with me for the rest of my life. Thank you, Clyde for your trust and friendship! As he always said, and I'll say now: Love ya, man!

And, to share just a few notes and tributes from others who cared so much about Clyde, please enjoy the following as you reflect on and celebrate the life of a really great guy!

- Bob DeLeeuw



Bob and Clyde on one of many "rides"

Clyde was genuinely interested and cared about every person he met. Every Transition we worked on was a new challenge with lots of new people to get to know. His presence was felt from the people in the backroom processing centers to the top-level execs. He saw qualities in people that others didn't see. He believed in them even when they didn't believe in themselves. He prodded and pushed and coached them to achieve. He approached the many Transition challenges with kindness and caring for everyone involved. His wisdom and his caring for people set the example for everyone else to follow. He was a very dear friend and mentor to so many people. He will be missed and remembered by all the people he touched over the years.

- Judy Herzeca



Clyde with Judy Herzeca and Pat Crowley

I met Clyde in 1996 and he quickly went from being my manager and mentor to being a lifelong friend. I admired him from the start - he cared about everyone who worked for and with him; he was always ready to assist anyone that needed help; and he took care of his people as we moved from assignment to assignment. The list is long, but I miss back-of-napkin planning, porch visits, his mean beef stroganoff, birthday calls, and that deep belly laugh with the twinkle in his eyes. Always in my heart.

- Pat Crowley

Clyde was a consummate professional who in a short time taught me a lot about project work and the bank. He freely shared his experience, knowledge and wonderful humor to those working with him. We miss Clyde but he's left a legacy of individuals who are better for having known him.

-David Welch

A successful business executive, a mentor to many and a friend to all. His humor, his smile, his laugh – all sorely missed. Rest well, dear friend.

- Barb McConnell



Returning To Onsite Work May Not Be As Easy As It Seems

Barb McConnell

As our client organizations and companies across the globe prepare to return workers onsite, it becomes increasingly clear what massive challenges lie ahead. Ongoing Covid-19 and the Delta variant spread continue to complicate short-term and long-term planning for employers with a constantly changing landscape and no real end in sight. While it is obvious that the availability of vaccines has been a major tool in the fight against Covid-19, the backlash regarding mandates and regulating activities of the non-vaccinated has erupted with new challenges. Toss in the very diverse requirements and opinions of workers, ever changing employer regulations and mandates, as well as shifting physical space and digital tool needs -- it is no wonder that it seems like a full-on return to the worksite is never going to happen.

Most employers have three clear and basic choices – return fully to Onsite, create a Hybrid or go fully Remote. Studies indicate that for most office-type employers, the workers prefer some sort of hybrid work environment, though it is almost split evenly with those preferring to work mostly remote (3 plus days per week) and those that prefer to work mostly onsite (3 plus days per week). Companies need to determine the best way in which client and employee needs can be met and as they develop plans to create a productive and safe work environment, they face the following key challenges:

- How to provide a healthy physical and mental work environment, onsite and remote, following the overall COVID-19 experience, while we are still undergoing a pandemic
- How to attract and retain talent in a shifting environment and beyond
- How to effectively manage it all - people, properties, security, systems, policies, etc. - in transition and beyond
- And, how to maintain the Corporate Culture and Values throughout

To meet these challenges, the greatest successes will come in areas where companies invest the time and resources to do it right. Look for investments in tools for virtual collaboration and virtual connectivity infrastructure. Creativity in designing workspace solutions, for both remote and onsite environments, will be needed. And, perhaps the most critical investment will come in the form of Virtual Workforce Training for both workers and managers to learn to operate and be successful in the new environment. While the challenges seem endless, the possibilities are limitless. The most successful organizations will approach the transition as such, and we are excited to support our client organizations through these efforts.





BDCG Associates – 30 Years with the Very Best!!!!

Through the years, BDCG and DeLeeuw Associates enjoyed the distinct privilege of working with the very best. Our talented employees, dedicated associates, and many clients will be remembered not just for their contributions to our success but for the great times and warm relationships along the way.

Below are just a few of our current, very talented consultants and associates – see if you can identify who is who. To the hundreds of others that are the foundation of our success over the last 30 years – thank you for your contributions and for being part of our story.



Who's who...

- 1-Linda Matkowski, 2- Enid Fernandez, 3-Danny McConnell,
4-Janice Craig, 5-Pat Crowley, 6-Barb McConnell,
7-Dave Annoni, 8-Roderick Wilkins, 9-Ed Ofcharsky,
10-Erin Tabor, 11-Bob DeLeeuw, 12-Gail Bosman,
13-Greg Jung, 14-Danielle Miller, 15-Greg Labas,
16-Michelle Shapiro, 17- Steve Driscoll, 18-Greg Cook



From the BDCG Family to you and yours