

ES RIBAROVSKI TESTIMONIAL

Volvo Cars – People Experience Director

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Mario and I just counted it, we started working together about 10 years ago. He was introduced to me through a colleague, as someone who could run some workshops for us at the company I was working for at the time, and it just blossomed from there. We just expanded into workshops, co curating events, all the way through to coaching with our executive team and I've taken to every company I've gone to since release. My most recent company, Mario worked closely with our MD, and his new EA, they were so impressed he was always available and impact or it was the first time into an EA role and to being able to get them to work as a new team and really understand each other misters game changing not only learn about each other and how to get the best out of each other, and then the new working relationship, but also, he's just down to earth practical, super helpful, so knowledgeable and just bring so much energy that had been both just instantly warm to him, as did everybody in the company. And that's kind of impact that he has is that you feel you're the only person in the room when you're working closely with Mario. I remember our sales director, where he would say how look, I'm not so great with technology I'm not you know, I'm trying my best. But when you could see that the MD was getting on board with using these new tools like one node and we transitioned all everyone in hospital teams. Seeing that and seeing them being led from the top and then the whole leadership team doing it together. It makes him really threw himself and he said I've never done this. I'm out of my comfort zone. But you know, I can see how it connected and how much everyone believes in it. And so he really embraced it. He's so passionate and committed to productivity. It's contagious. And I think every day was like a running joke. Afterwards would be like, Oh, you're not on Mario time. You know, someone's running late to a meeting and that just became a common language that would be referred to see, you know, Mario isn't throughout the organisation. And that just shows the impact he has what I personally love because I'm in HR working with him and sort of bouncing ideas and sort of saying, This is what we want to try and achieve, how could we and together we're able to curate a great programme and then on the day, he just makes it effortless. He keeps everybody in the room. He calls it out when you need to call it out, brings it back onto the agenda and it keeps the energy up. And I think that's the impact that he has, because everyone walks away with that little wow experience. You know, people want to want him to come back personally. Well, I've worked with facilitators, and they'll be like, we want Mario and it's always fascinating. What I enjoyed working with Mario, and I'm talking about the challenge that we face, and he really wants to understand what's going on in that business.

It's not like he's an off the shelf solution. And we'll just roll that out. He's really, really, I guess, connected to making sure that if there's going to be lasting change, he doesn't believe in band aid solutions. It's always about curating what's right for the organisation or the team that is working for the individual. And so we see them really to unpack what could be going on here. behaviour changes at leadership, and truly great trying to get to the root of what's going on and where we can therefore add value. And every time we've been able then to tailor the content and maybe break up a programme over a few

different sessions and he's just been so flexible. And then yet because he spends time in the organisation, it gets to know the individuals and he'll be able to pick up and say, What's the best way to learn that for that group and to know how far to push that group or that individual and so therefore that that just makes it really part of personalised and impactful. Personally, I'm excited that Mario has his own business one because we get to spend more time together but also, I just think this is his wheelhouse. He's got so much to offer, and he's always been such a standout. Like I said we refer to him by name. So, I think that his natural curiosity around how to make business better, and how to help individuals be better and leveraging technology and that I think is just such a huge opportunity. You know, there's lots about you know, off the shelf solutions on how to use AI but he really does believe in showing how it can enhance what you do and how you do it, rather than being afraid of it. And I think it's a lot of unknowns. And like he says it's those that know how to use it. They can only advance and absolutely there's a sweet spot there for him. And I'm sure he'll become part of your everyday toolkit that you pull to I know I've texted Mario with random questions around different solutions and ideas and he's just been an amazing human to have as part of my journey personally and the teams that I've worked with. I would highly recommend.