



Professional Information

Tom Olivo is a founding partner in **Healthcare Performance Solutions (HPS)** and the President of **Success Profiles, Inc.**, a consulting firm that specializes in business performance measurement and marketplace research.

Established in 1990, **Success Profiles** designs and provides organizational performance measurement instruments and database management services to clients, management consulting firms and accounting firms. The focus of our service offering is to create “**Business Intelligence.**”

In his professional career, Mr. Olivo has over 25 years of experience in identifying, measuring and comparing the “commonalities” of highly successful athletes, business leaders, and organizations. Tom has worked in a multitude of industries with thousands of senior executives and managers, emphasizing the importance of high performance standards consistent with “best business practices.”

Success Profiles has measured the performance of over 1000 organizations and developed a database of business practices that includes over 10,000 individual business units.

Tom’s work with Olympic athletes, coaches and successful business leaders led to the development of several unique diagnostic instruments that measure performance. The **Success Profiles** methodology combined with a measurement framework and supporting research data prove that consistent success in business today rarely occurs by accident. In fact, there are specific predictors, critical



Thomas G. Olivo, CMC

success factors, behaviors, and “Evidence Based” business practices that contribute to high performance among people and organizations. These characteristics can be identified, measured, and compared over time as performance benchmarks to improve business results.

Tom is the co-author of **Impending Crisis, Too Many Jobs, Too Few People** (a *Business Best Seller* for 2003). He is considered by business leaders to be an expert in Workforce optimization and is one of the most requested speakers on the topic of practical and applied performance measurement. **Success Profiles** has compiled one of the largest performance measurement databases in the Healthcare industry that establishes baseline percentile rankings for Job Satisfaction, Organizational Loyalty and Professional Engagement.

Personal Information

Throughout his life, Tom has been very involved in competitive athletics. His collegiate career was highlighted by twice being honored as an NCAA All-American in the sport of Springboard Diving. As a Coach, Tom has developed athletes at every level of competition and in 1985 he was recognized as an NCAA coach of the year.

Tom lives in Bozeman, Montana with his wife Katie and daughters Sarah and Christine. His personal interests include mountaineering and fly-fishing

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