



### EDUCATION

M.A., Human Resources and Labor Relations, Michigan State University

B.A., Economics, Michigan State University

### CAREER HIGHLIGHTS

Vantage Leadership Consulting, Managing Director, Client Services

BPI Group, Managing Director

GATX Corporation, Vice President, Human Resources

BP-Amoco Company, Vice President, Human Resources, Midwest Retail Business Unit

### PROFESSIONAL AFFILIATIONS & CERTIFICATIONS

Michigan State University SHRLR Alumni Relations Board President

Advisory Board Member, Michigan State College Employment Research Institute (CERA)

Human Resources Management Association of Chicago (HRMAC)

Society of Industrial and Organizational Psychologists (SIOP)

MRG Leadership Effectiveness Analysis

N.E.W.S Executive Coaching

Shared Success Coaching

Hogan Suite

Meyers Briggs Personality Inventory

312-236-9351

[VantageLeadership.com](http://VantageLeadership.com)

## Duncan Ferguson, M.A.

### SENIOR ADVISOR

Every leader should strive to create followership and engagement with their people. This is a central tenant to Duncan's leadership philosophy and coaching approach. Utilizing Vantage's Accelerated Development Model (ADM), Duncan helps leaders diagnose the relationship between their individual needs and leadership value proposition with those of the organization. The outcome is a personally meaningful and robust developmental plan that creates a stronger connection between the leader and the organization. Duncan then aids the leader in understanding how to use this process to build followership and engagement. A key component of this process emanates from Duncan's study of Best Boss experiences, which led to his 2021 co-authorship of the book, 'Best Boss! The Impact of Extraordinary Leaders'. This book identifies five leadership behavioral themes that are present in our collective Best Boss experiences.

Duncan helps individuals understand these themes and how to incorporate them into their personal leadership style. Duncan has a broad background in corporate Human Resources and consulting, which includes extensive experience as a strategic HR leader, leadership development consultant, executive coach and career coach. Duncan has had several leadership coaching engagements with such firms as Exelon, TruServe, BP, Ernst & Young, Amsted, First Midwest Bank, the Federal Reserve Bank and Precoat Metals.

 [Find Duncan on LinkedIn](#)



**Lacey Savage, Psy.D.**  
**CONSULTANT**

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