



**D MEMBER  
MEETUP**

[February 18th, 2026](#)

# Agenda



1. Bagels & Coffee
2. Intros
3. Keeping up with ID
4. Upcoming Events & Offerings for Members
5. **ID Member Spotlight:** Audrey George from Audrey George Consulting
6. **ID Member Problem Solving:** Aaron Sauers from FermiLab

# Keeping up with ID:



- Welcome our new **Program Manager, Rob Glaser**
- **Industry Cluster Today! Commercial Goods and Services**
- **Midwest Innovation and Entrepreneurship Summit: on February 26, 2026**
- **Clean Energy Incubator Program:**
  - **Fill out the Connect Form**
  - **Connect with Ricardo Magallon**

Scan the QR code to keep up with the news:



# YOUR MONEY MATTERS



Tune in to "Your Money Matters" with Jon Hansen on WGN Radio AM 720 this Wednesday at 6:15 p.m. [Innovation DuPage member Melissa Carter, founder of Kameo Vintage](#), will join [Managing Director Dan Facchini](#) to discuss her decade-long journey sourcing covetable preloved pieces. Melissa will share how she built Kameo Vintage, offering personalized styling services, wardrobe consultations, creative direction for productions, and pop-up events throughout the Chicagoland area. From helping clients find their signature style to curating timeless pieces, she's showing that vintage is a conscious approach to fashion.

WITH JON HANSEN



WEDNESDAY

FEBRUARY 18, 2026

6:15PM



# Upcoming event:



# Resources and Workshops



# Additional Resources:



**Strategic Business Advisor**

**Mike Varon**



**Entrepreneur-in-Residence**

**Elina Conley**



**Strategic Technology Advisor**

**Adam Jeffries**



**Interim CEI Program Director**

**Ricardo Magallon**



**Interim CEI Program Manager**

**Arlinda Bajrami**



**Strategic Business  
Advisor - CEI**

**Ozge Guney**

The logo features the letters 'ID' in white on a green square background, followed by the words 'MEMBER' and 'MEETUP' in large, bold, black capital letters. A green arrow starts from the bottom left of the text and points towards the top right.

# **ID MEMBER MEETUP**

## **ID Member Spotlight:**

Audrey George Consulting

Audrey George



AUDREY GEORGE CONSULTING

# Innovation DuPage Member Meetup

# My Journey



**GREATER  
CHICAGO**  
- **FOOD** -  
DEPOSITORY™



AUDREY GEORGE CONSULTING



**HORIZONS  
FOR YOUTH**  
Support. Educate. Transform.



2020

2022

2024

2026



Leadership Coaching  
Culture Assessments  
Internal HR Systems  
Staff & Leader Training  
Nonprofit Sustainability

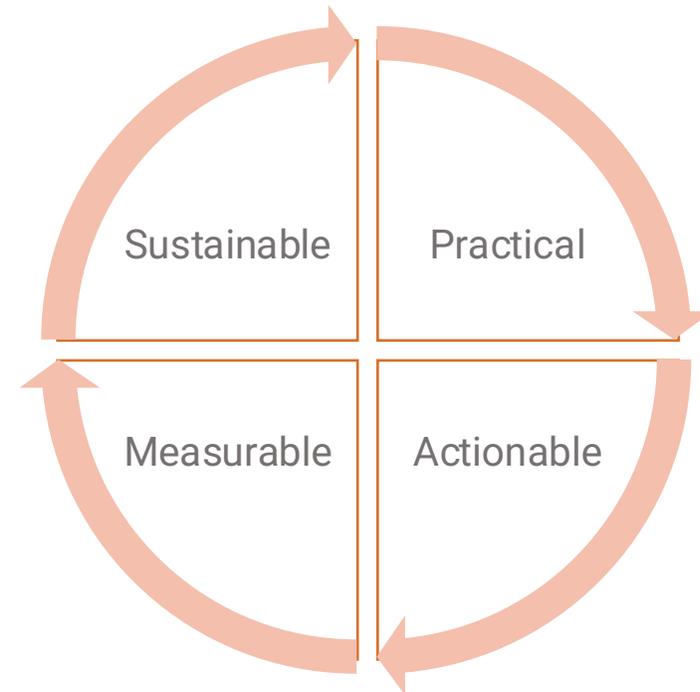
Leadership Coaching  
Culture Assessments  
Internal HR Systems  
Staff & Leader Training  
Train the Trainer  
Nonprofit Management

Leadership Coaching  
Nonprofit Management  
Nonprofit Sustainability  
5 Misunderstood Truths  
Lead Forward

# Our Philosophy

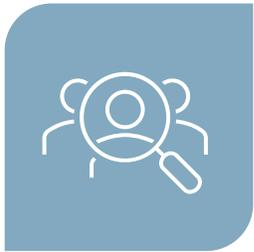
Strong leadership and intentional culture drive engagement and success.

Our Approach:



# Capabilities Overview

Audrey George Consulting (AGC) is a management consulting firm focused on the following key pillars, delivering tailored approaches based on client needs.



## Leadership Development

Executive coaching and manager training to accelerate leadership development



## Culture & Performance

Enhance company culture to attract and retain top talent and unlock productivity



## Strategy & Operations

Strategic planning and delivery of key initiatives to maximize overall company operations



## Nonprofit Sustainability

Build lasting impact through strategic growth, strong governance, and diversified funding

# Our Team



**Audrey George**  
CEO & Founder



**Kendall Mallette**  
Director of Coaching  
and Training



**Pearl Anderson**  
Director of Operations



**Kerri Valentino**  
Controller



**Jessica Hamell**  
Marketing  
Director



Operations Assistant



Training Facilitator



Client Support



Client Support

# Sample Customers



# Culture Transformation

AGC worked with a manufacturing client across all its delivery pillars. As a result of the engagement, the President of the company reported drastic culture change, as evidenced by the company's Glass Door reviews (see below).



“There is a sense of team and an open-door policy with management. *The Company* provides a wealth of programs for community outreach such as Habitat for Humanity and supports inclusion and diversity. “



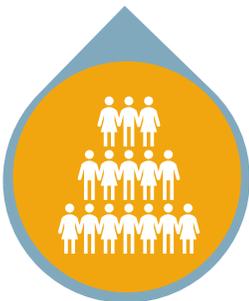
“Company focused on the growth and development of its people, culture and benefits. It is so nice to walk in the door your first day to such a welcoming & friendly group of people. “



“Changes made in management have been positive changes. Management is approachable and helpful. They are working hard to make our culture better... People here work well together.”



“There have been several changes within the company the last couple of years that have drastically changed the culture of the company. It feels like we are one big family here and I love that. “



“The culture is changing and we're working as a team from management to the associates. We all communicate to each other and management listens to our ideas.”

Employee quotes from client's Glassdoor.com

# Non-Profit Sustainability

## The Need

- The Academy for Surgical Coaching provides surgical coaching and surgical coach training to surgeons
- To sustain operations, the Academy needed enhanced efficiencies and an expanded funding model

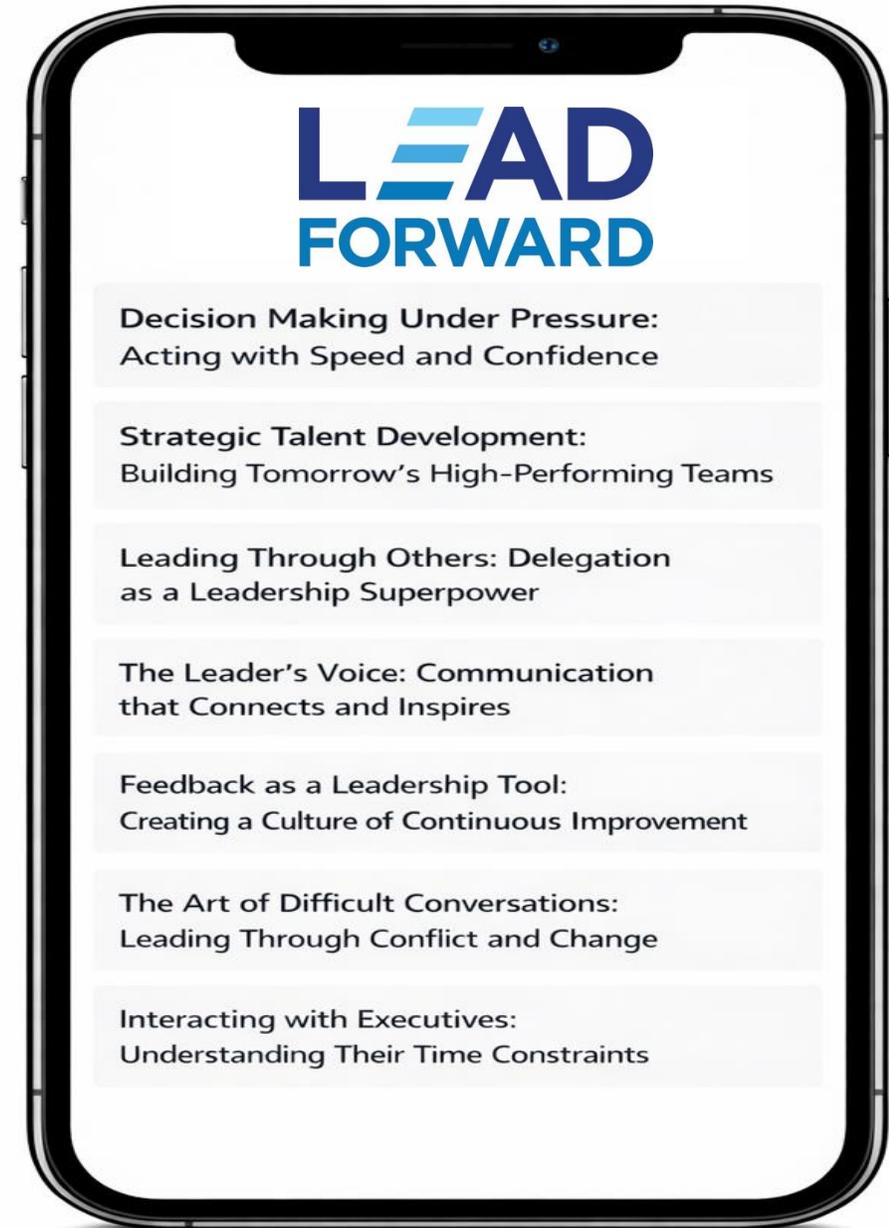
## Our Role

- Streamlined operations to drive efficiency through business process redesign and expanded training capacity/platforms
- Developed fee-for service model that would allow the organization to be less dependent on external funding

## Results

- Positioned as the premier surgical coaching organization
- International reach and expansion to 400 certified surgical coaches

# Managers Need More Than a Title to Succeed







## **Leading Through Others: Delegation as a Leadership Superpower**

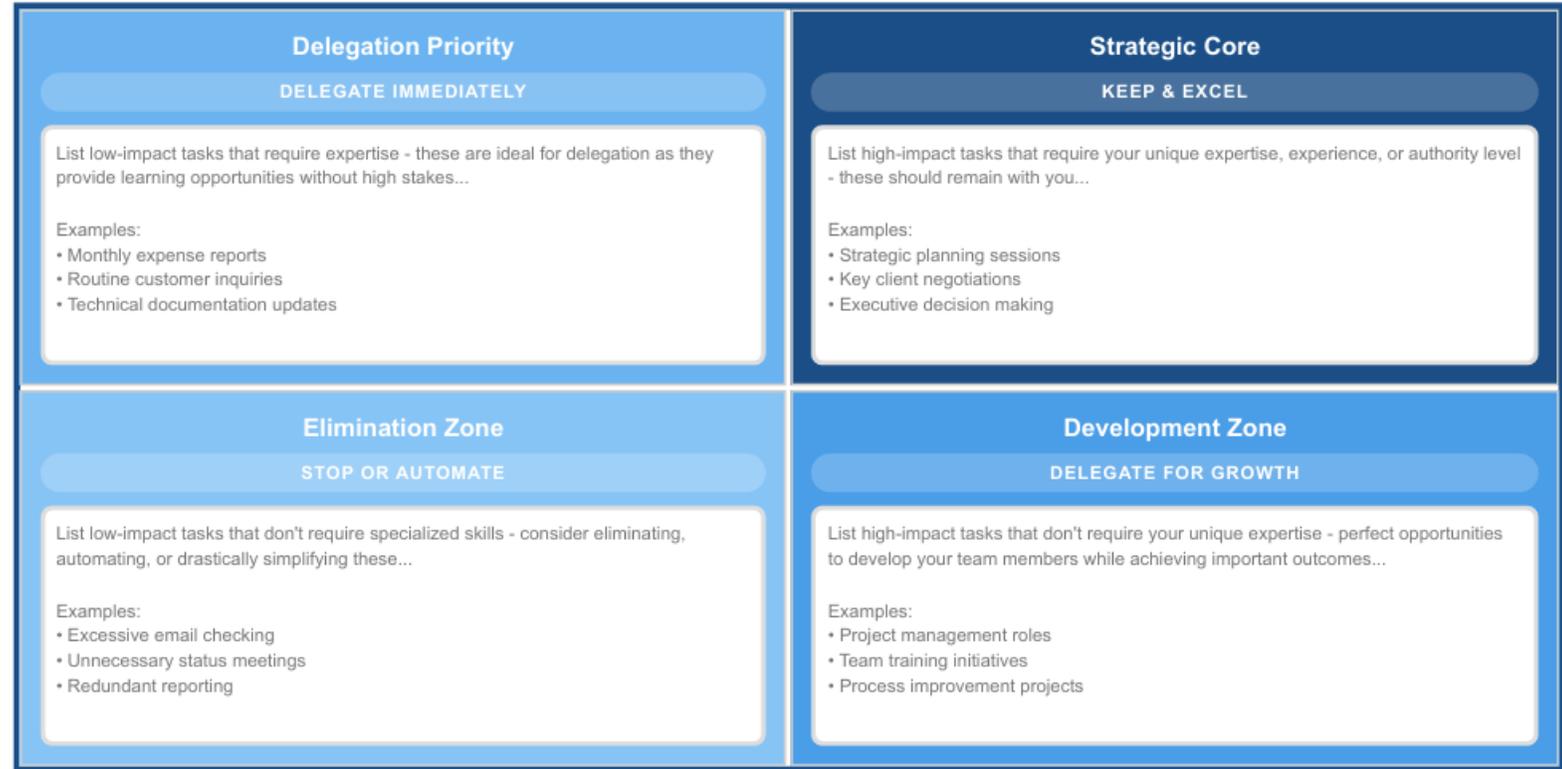
### **Common Barriers:**

- Perfectionism & Control
- Guilt About Burdening Others
- Lack of Trust in Others' Abilities
- Time Pressure & Urgency Mindset
- Identity Tied to Being Needed
- Past Negative Delegation Experiences

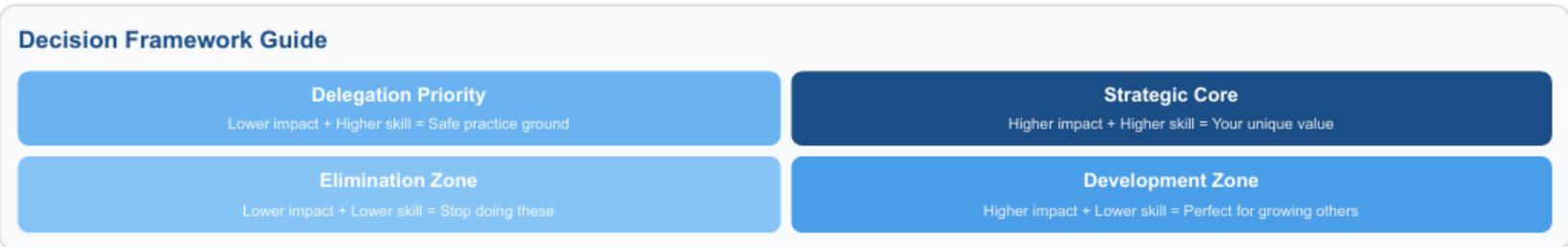


# Delegation Strategy: Assess Current Tasks

↑ SKILL REQUIRED ↓



← IMPACT →

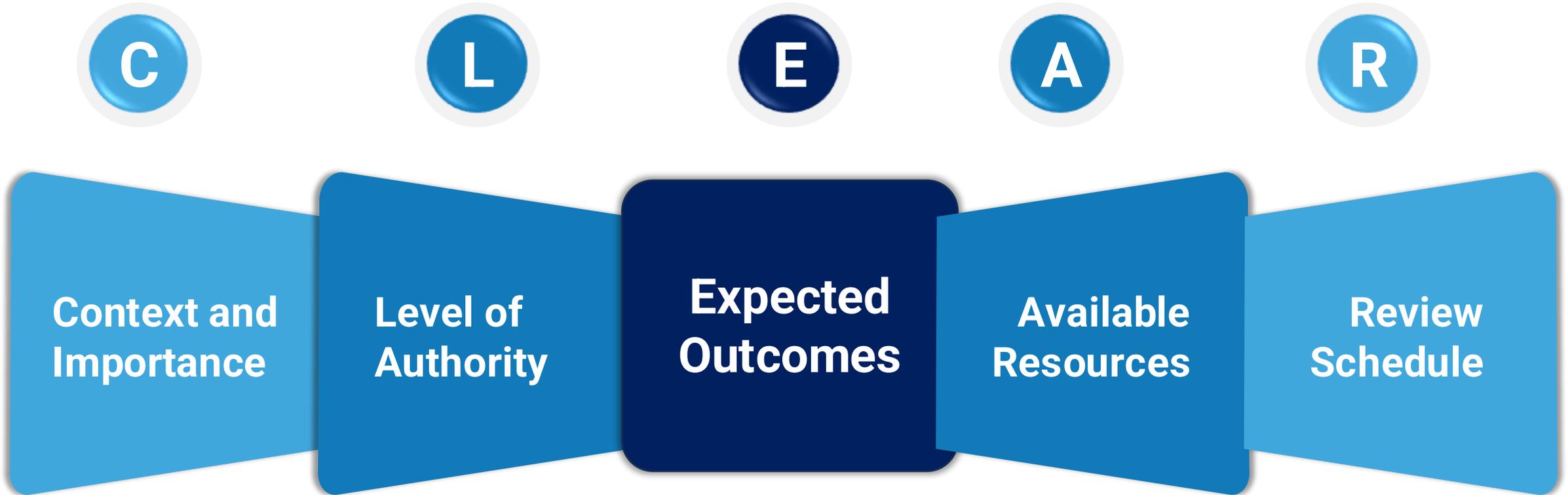




# Delegation Tool: Team Readiness

A screenshot of a web-based worksheet titled 'Assessing Team Readiness Worksheet'. The main heading is 'Assess Team Readiness' with the subtitle 'Strategic Delegation Readiness Dashboard'. A text box explains the 'How to Use' instructions: 'Rate each team member across the four key dimensions below. The tool will automatically calculate their delegation readiness and provide specific recommendations for the types of responsibilities they're ready to handle.' Below this is a 'Rating Scale Reference' section showing three examples of rating scales, each with five circles and a different number of orange circles filled in (1, 2, and 3 respectively). At the bottom left is a 'Complete Step' button, and at the bottom right is a '&lt; Previous' navigation link. The interface is framed by a blue border and includes a scrollbar on the right side.

# Delegation Tool: Clear Model



# Survival Responses in Difficult Conversations

## Fight Response

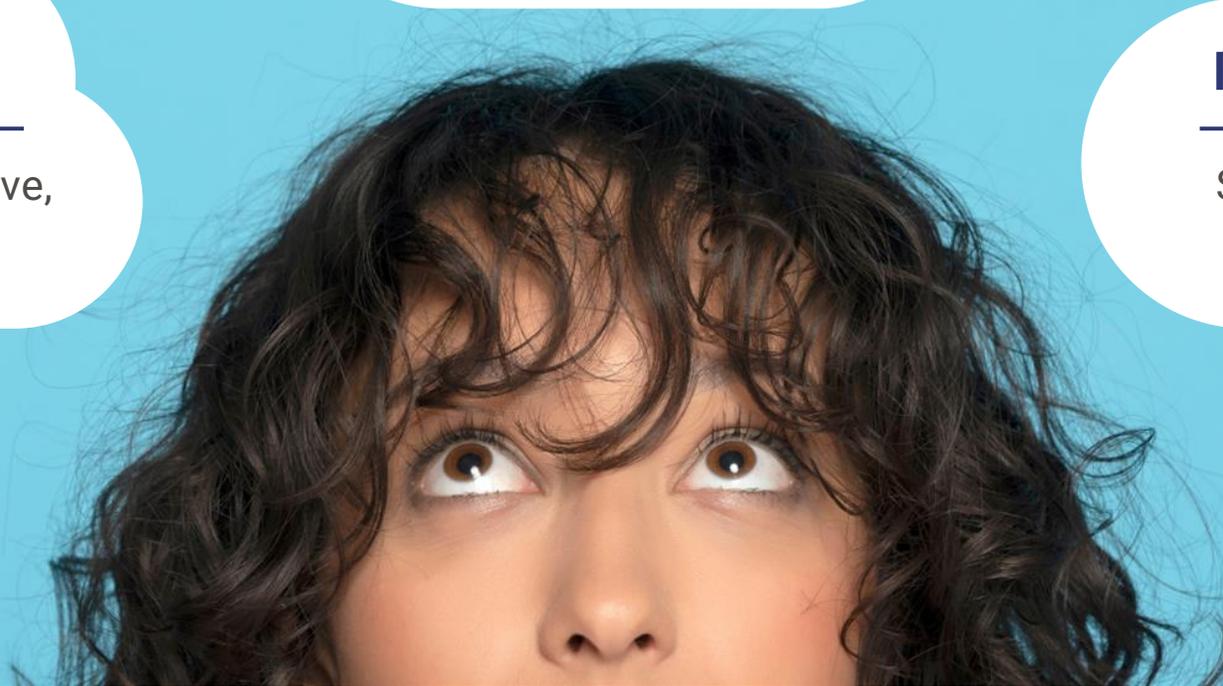
Argumentative, defensive,  
confrontational

## Flight Response

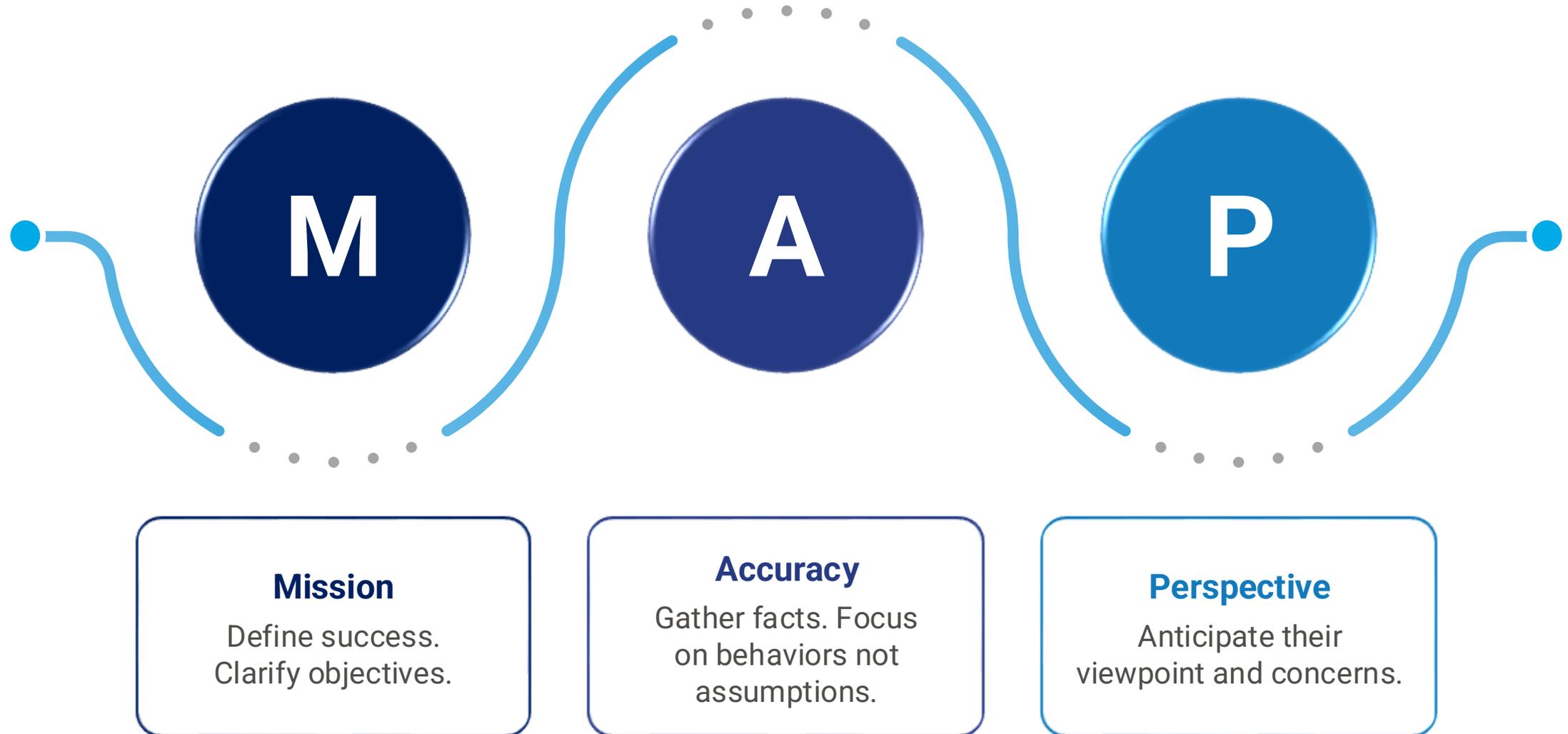
Withdraws, avoids,  
checks out

## Freeze Response

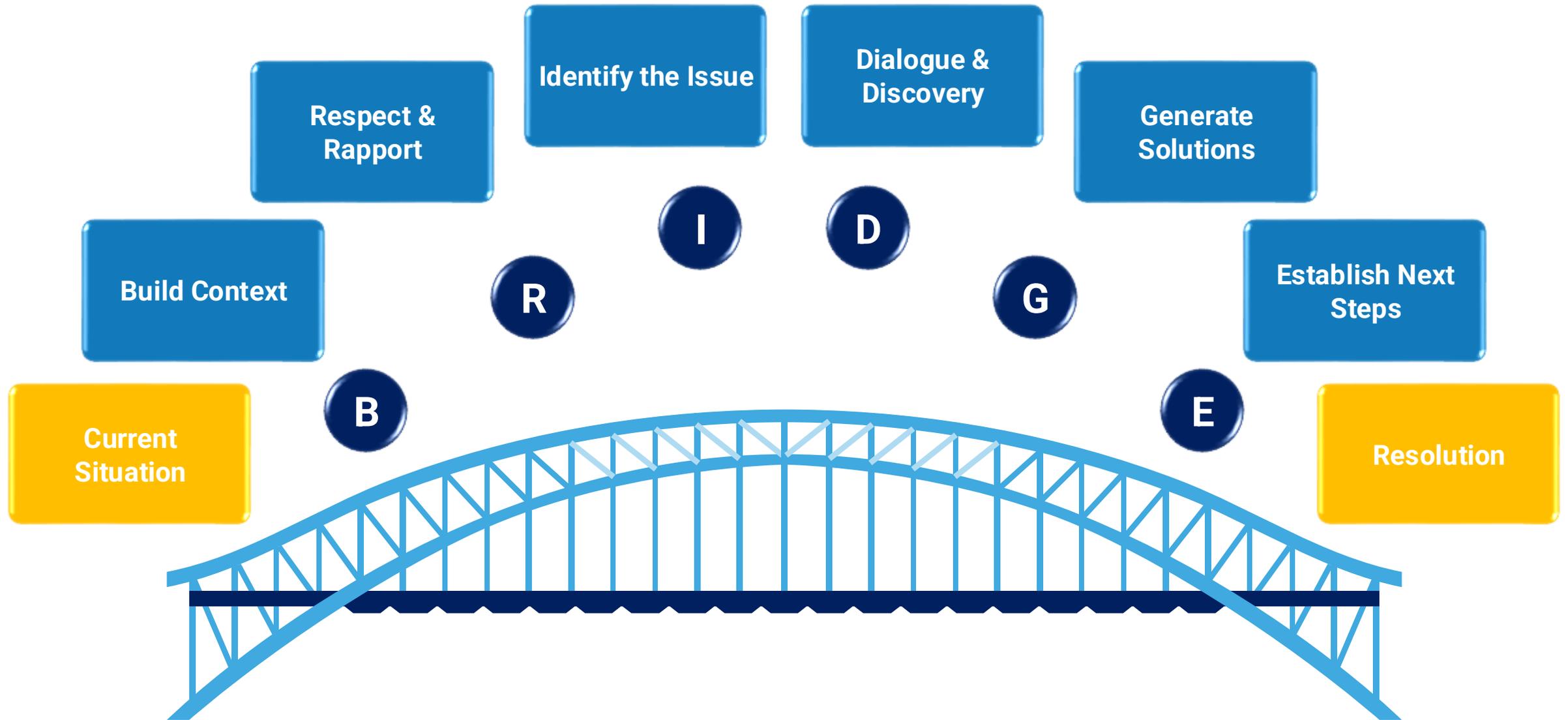
Silent, stunned, foggy  
thinking



# The MAP Method for Difficult Conversations



# The BRIDGE Conversation Model



## Lead Forward Online Course

\$349 per person for up to 200 licenses  
\$299 per person for 200+ licenses

**Perfect for self-motivated leaders who thrive with independent learning:**

- 7 comprehensive leadership modules that build practical skills you'll use immediately
- Interactive AI tools and downloadable templates to simplify implementation
- Real-world case studies that bring leadership challenges to life
- Structured assignments designed for immediate workplace application
- 12 months of platform access to re-use AI tools and templates
- Digital certificate of completion
- 14-Day Satisfaction Promise

[Purchase Individual License](#)

[Request an Invoice for Bulk Pricing](#)

## Expert Facilitated Cohort Program

8-Week Virtual Facilitated Cohort Program  
\$499 per participant

**Enhance online sessions with live expert instruction and peer collaboration:**

- Live expert facilitation to deepen understanding of self-paced modules
- Eight weekly 60-minute virtual sessions to reinforce and apply your learning
- Expert guidance from Audrey George Consulting team members
- Interactive exercises and breakout sessions for hands-on practice
- Cohort-based learning that builds accountability and shared insights
- Digital certificate of completion
- 12 months of platform access

Minimum cohort size: 6 participants

[Contact AGC to Schedule](#)

## Live Intensive Training

Expert-led Full-day Intensive  
\$749 per participant

**Immerse your team in a full day of expert-led leadership development:**

- Expert-led full-day training covering all 7 leadership topics
- Dynamic learning experience with high engagement throughout
- Interactive exercises and breakout sessions for immediate skill application
- Real-time Q&A and coaching from Audrey George Consulting expert team
- Digital certificate of completion
- 12 months of platform access

Minimum cohort size: 8 participants

*Pricing excludes travel, lodging, and venue costs*

[Contact AGC to Schedule](#)

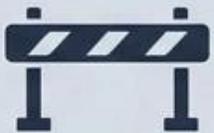
# Success Hurdles



Lead Generation



Sales Process



Sales Implementation

# Contributing to Innovation DuPage

*5 Misunderstood Truths  
About Leadership Workshop*

Share Experience

Brainstorm Sessions

Networking



# Let's Collaborate



[www.audrey-george.com](http://www.audrey-george.com)

The logo features the text "ID MEMBER MEETUP" in a bold, black, sans-serif font. The "ID" is contained within a green square. A green arrow starts from the bottom left of the text and points towards the top right. A green horizontal line is positioned below the word "MEETUP".

# **ID MEMBER MEETUP**

**ID Member Resource:**

FermiLab

Aaron Sauers



# Tech Transfer in Practice:

*Real Case Studies from the National Labs*

Aaron G Sauers, CLP

Office of Partnerships & Technology Transfer

2/18/2026

# Agenda

- My technology transfer background
- Aspirational tech transfer
- Case study: ORNL and LANL
- Technology transfer case study at Fermilab
- Concluding thoughts

Please ask questions!



**INL**  
Idaho National Laboratory

Argonne  
NATIONAL LABORATORY

**Fermilab**

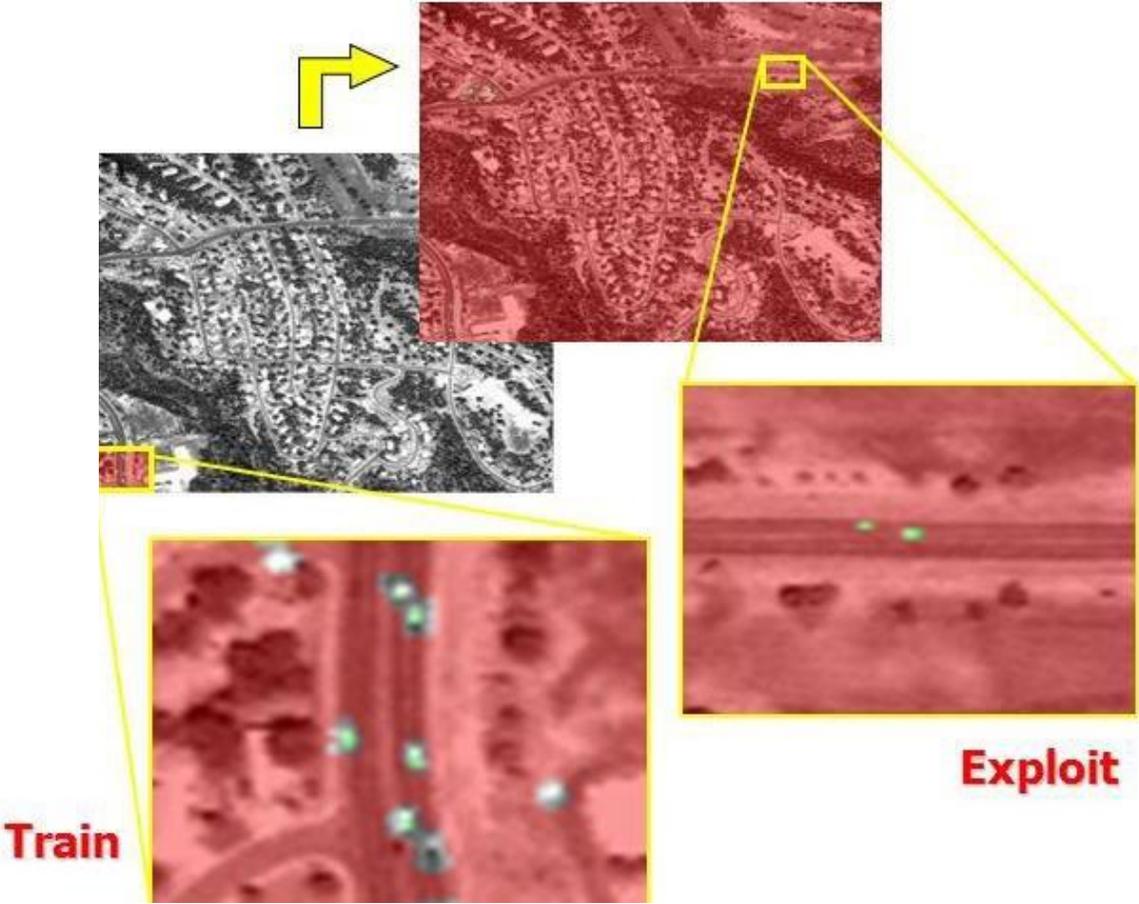
**Los Alamos**  
NATIONAL LABORATORY  
EST. 1943

**OAK  
RIDGE**  
National Laboratory

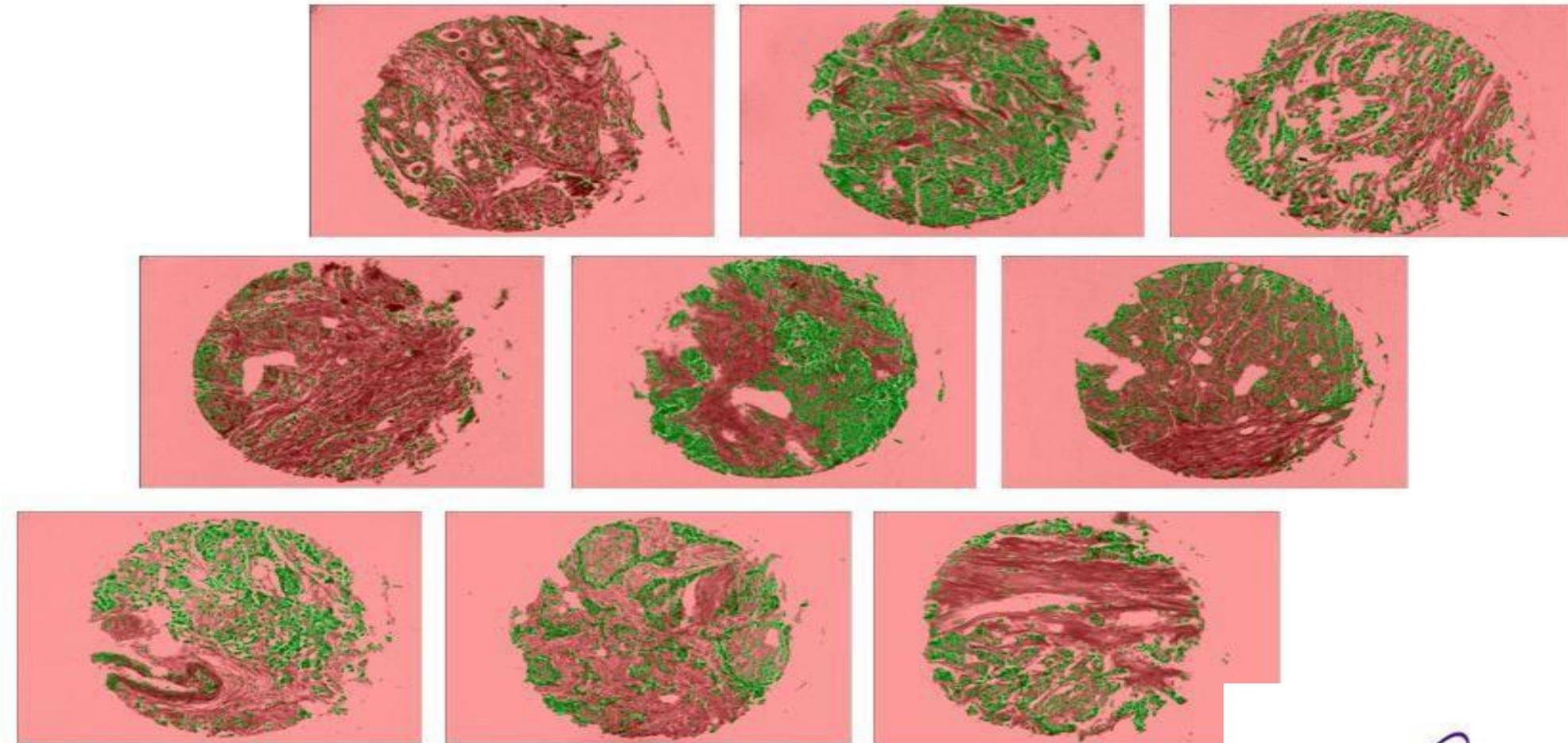
# GeniePro: Image Recognition Software from Los Alamos National Laboratory

Find vehicles in satellite images!

... but what else could we do with this?

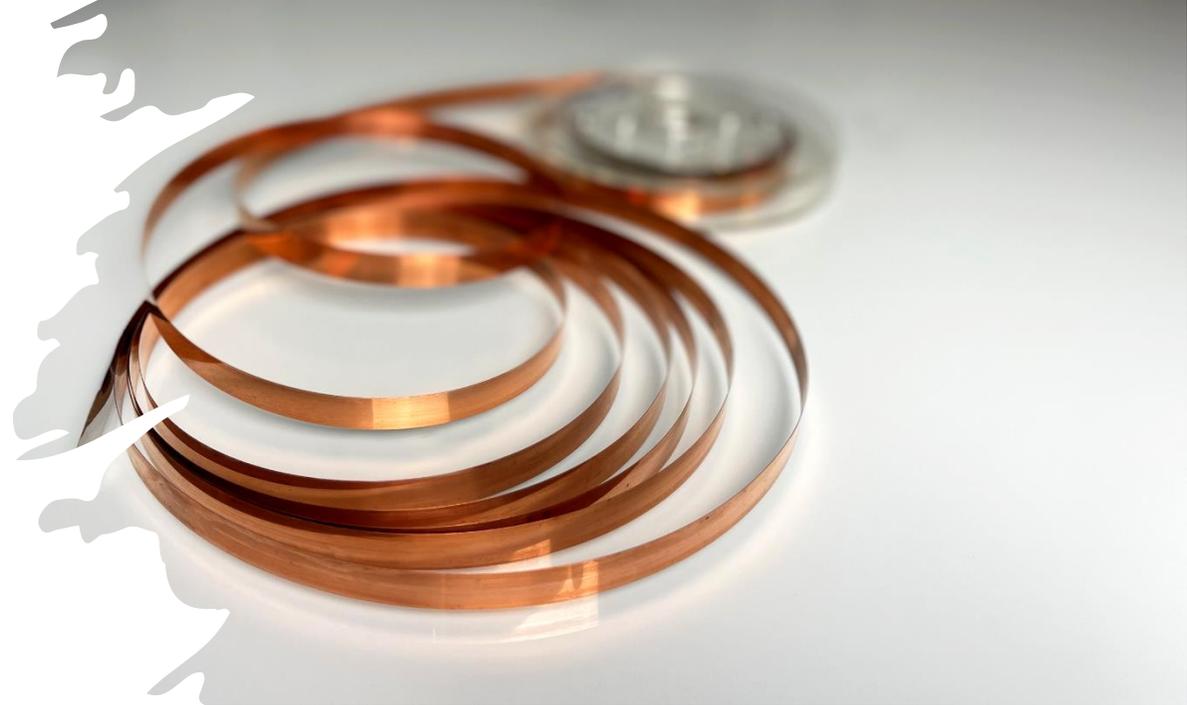


# Technology Transfer of GeniePro: Breast Cancer Detection



Now this software finds cancer cells in tissue samples

# Two Research Groups





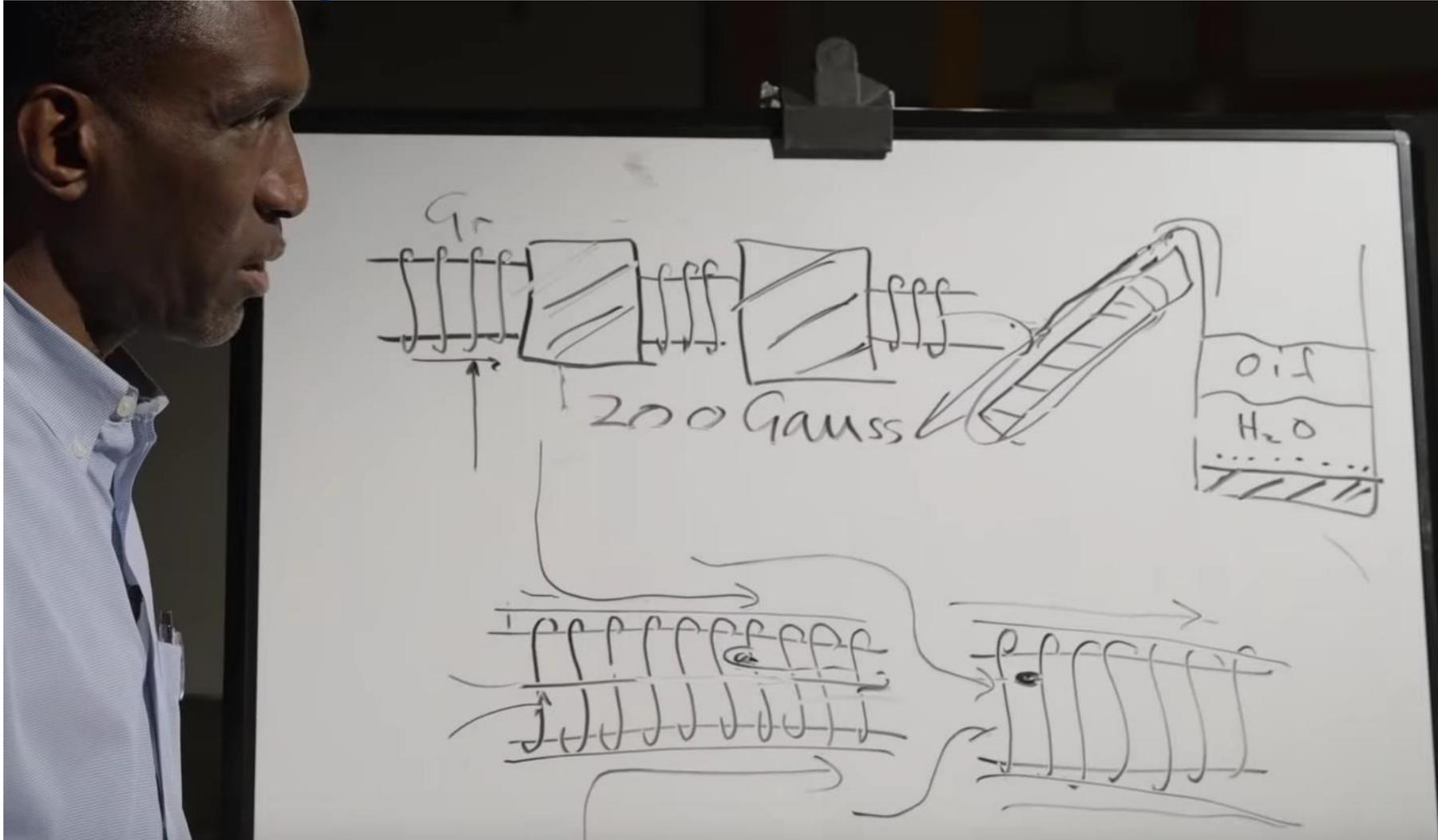
# The Deepwater Horizon oil spill, 2010



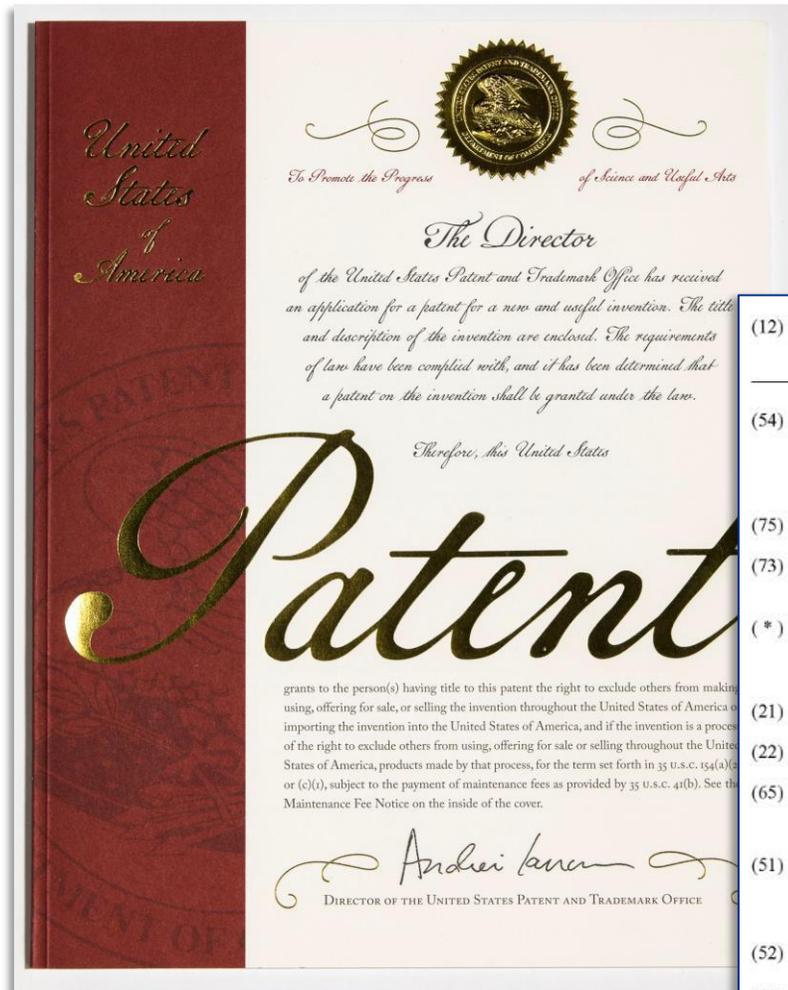
# Fermilab Physicist Arden Warner: Can Oil be Magnetized? 2010



# Fermilab Physicist Arden Warner: Can Magnetized Oil be Manipulated? 2010



# First Electromagnetic Boom Patent Filed in 2011, Issues in 2014



(12) <b>United States Patent Warner</b>	(10) <b>Patent No.:</b> <b>US 8,795,519 B2</b>
	(45) <b>Date of Patent:</b> <b>Aug. 5, 2014</b>
(54) <b>ELECTROMAGNETIC BOOM AND ENVIRONMENTAL CLEANUP APPLICATION FOR USE IN CONJUNCTION WITH MAGNETIZABLE OIL</b>	(56) <b>References Cited</b>
(75) <b>Inventor:</b> <b>Arden Ayube Warner, Oswego, IL (US)</b>	U.S. PATENT DOCUMENTS
(73) <b>Assignee:</b> <b>Fermi Research Alliance, LLC, Batavia, IL (US)</b>	3,635,819 A 1/1972 Kaiser
(*) <b>Notice:</b> Subject to any disclaimer, the term of this patent is extended or adjusted under 35 U.S.C. 154(b) by 418 days.	3,717,573 A 2/1973 Warren
(21) <b>Appl. No.:</b> <b>13/112,251</b>	4,497,708 A * 2/1985 Young ..... 210/222
(22) <b>Filed:</b> <b>May 20, 2011</b>	4,576,569 A * 3/1986 Koblanski ..... 210/222
(65) <b>Prior Publication Data</b>	5,149,226 A 9/1992 Antinoro et al.
US 2011/0309026 A1 Dec. 22, 2011	7,303,679 B2 12/2007 Ulicny et al.
(51) <b>Int. Cl.</b>	2004/0108276 A1 6/2004 Christodoulou
<b>B01D 35/06</b> (2006.01)	* cited by examiner
<b>C02F 1/48</b> (2006.01)	<i>Primary Examiner</i> — David A Reifsnnyder
<b>E02B 15/04</b> (2006.01)	(74) <i>Attorney, Agent, or Firm</i> — Kevin Soules; Luis M. Ortiz; Kermit D. Lopez
(52) <b>U.S. Cl.</b>	(57) <b>ABSTRACT</b>
USPC ..... <b>210/170.05</b> ; 210/222; 210/243	A method and system for efficient oil spill cleanup are disclosed. Inserting magnetic filings in the oil magnetizes the spilled oil. An electromagnetic boom associated with an oil spill cleanup apparatus are used to create a magnetic field proximate to the electromagnetic boom. The magnetic field draws the magnetized oil toward the boom. The magnetic field is periodically switched on and off to create a pumping effect and draws the magnetized oil to a collection apparatus. The electromagnetic boom is directed through the effected environment using a thruster on the distal end of the boom.
(58) <b>Field of Classification Search</b>	<b>10 Claims, 5 Drawing Sheets</b>
USPC ..... 210/170.05, 222, 242, 3, 695, 242.3	
See application file for complete search history.	

# OPTT Announces “Call for Commercialization Plans,” 2015

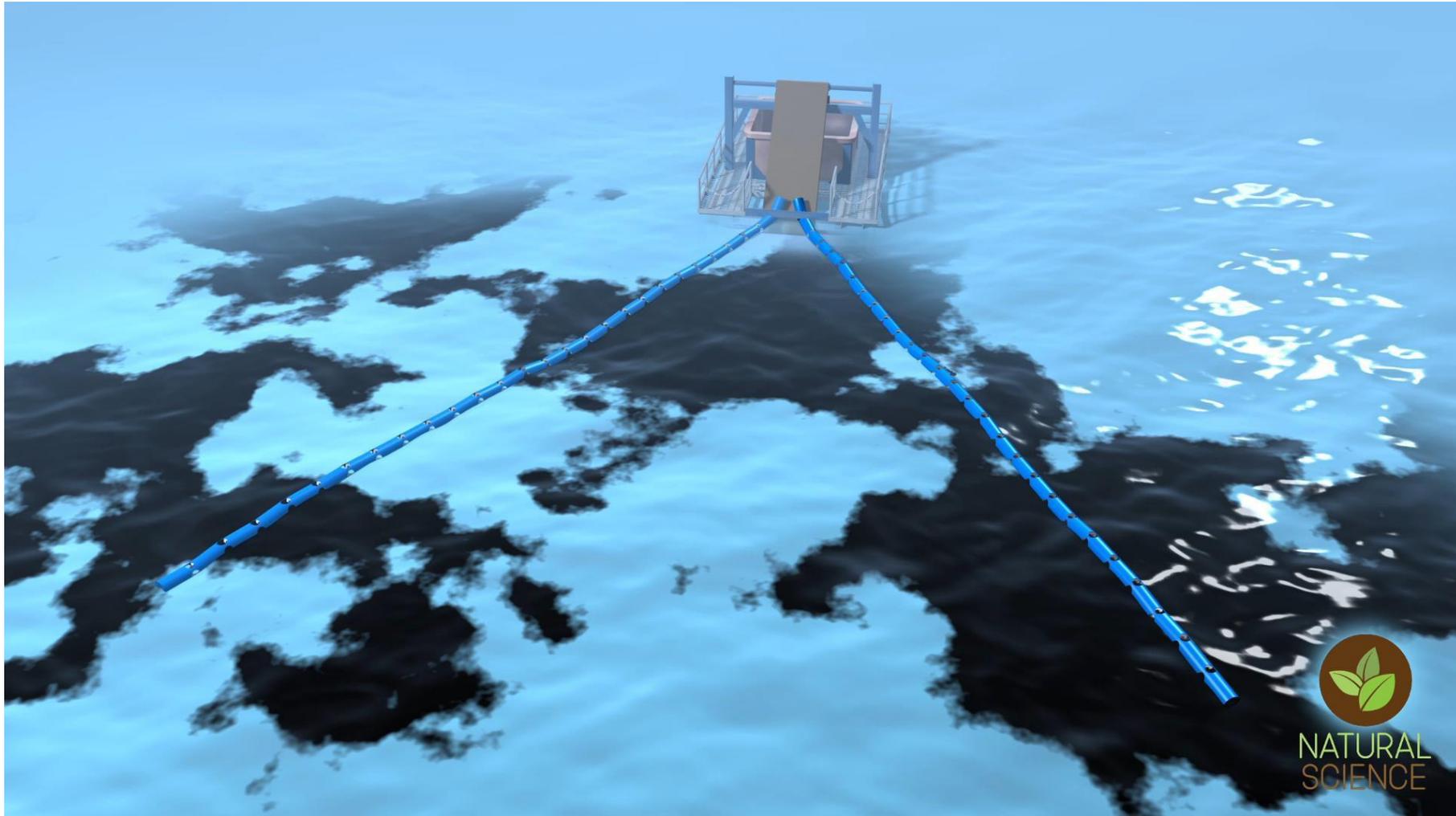


The screenshot shows the top navigation bar of the FEDBIZOPPS.GOV website. The header includes the text "Federal Business Opportunities" and logos for IAE, E-GOV, and USA.gov. Below the header is a navigation menu with links for Home, Getting Started, General Info, Opportunities (highlighted in green), Agencies, and Privacy. The main content area features the Department of Energy logo and the following text:

Buyers: [Login](#) | [Register](#) Vendors: [Login](#) | [Register](#)  [Accessibility](#)

 **Electromagnetic Boom and Environmental Cleanup Application for use in Conjunction with Magnetizable Oil**  
Solicitation Number:  
Agency: Department of Energy  
Office: Fermi National Accelerator Laboratory  
Location: Fermilab

# Natural Science, LLC Proposal in Response to Call for Commercialization Plans



# License Execution Signing Ceremony, 2015



# Engineering & Prototyping, 2015-2018



**Magnetic Ramp testing**



**Magnetic Ramp prepared for shipment**



**Production of Magnetic Ramp**



**e-Coil Assembly**

# Full-scale Solenoid Module, 2019



# Plant Inspection & Full-scale Prototype, 2019



# Solenoid / Ramp Couple



# Electromagnetic Ramp



# Validation at OHMSETT



# Validation at OHMSETT



# Validation at OHMSETT



# What other potential applications are there?

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Produced Water?

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Lipid extraction from biofuel ponds?

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Remediation of harmful algal blooms from rivers and lakes?

# Concluding thoughts

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The technology is rarely the product

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The second application may be bigger than the first

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Nature doesn't care about industry boundaries

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Analogies can unlock markets

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Cross-domain thinking is a competitive advantage

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Benchmark beyond your field – the best solution may not come from your discipline

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# Thank You



Aaron G Sauers, CLP  
630-840-4432  
[asauers@fnal.gov](mailto:asauers@fnal.gov)



**Commercial Goods & Services Industry Cluster Today!**



**Catch the next Meetup on 03/04/2026**

**Collaborate • Scale • Succeed**

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**INNOVATION  
DUPAGE**