



Bret Swango

DIRECTOR, STRATEGY AND ANALYTICS

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EDUCATION AND QUALIFICATIONS

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Level 2 CFA Candidate
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AREA OF EXPERTISE

Bret Swango joined Colliers International in 2015 as a Financial and Business Intelligence Analyst within the Corporate Solutions Group. He brings five years of operational strategy and corporate finance experience.

Bret has a strong quantitative background but his greatest contributions have been in roles where he was given a business issue and was asked to use data to solve it. Bret's specializes in turning that data into actionable information. His broad industry experience and consultative background have profoundly developed his thought leadership and communication skills. These along with his focus on root cause problem solving have helped him to effectively influence business decisions and subsequently make him a valuable asset to the organization.

BUSINESS AND EDUCATIONAL BACKGROUND

Bret's previous experience includes stints with 3 industry leading fortune 500 companies, most recent of which was Allstate Insurance Co. While at Allstate Bret held a variety of roles including Senior Consultant in brand strategy where he partnered with internal clients to develop both quantitative and qualitative metrics to evaluate agency owners progression toward trusted advisors, the organizations number one business priority for the last 2 years.

Bret also spent time acting as the lead financial and operational consultant to the Allstate Contact Centers which employ more than 3,000 FTE. In this role he helped to redesign the staffing model and also partnered with McKinsey consultants to implement and evaluate the "Continuous Improvement" initiative designed to empower front line employees and subsequently improve employee retention and satisfaction.

While working as a Senior analyst at Allstate on the agency economics team, Bret built a model that incorporated market specific factors in order to project and evaluate new agent cash flows as well as the associated cost per sale of the bonus program to the organization. This model, in conjunction with supplemental analysis, helped senior leadership better understand inefficiencies and opportunities to redistribute capital in order to drive profitable growth for the organization. This project served as a springboard onto a working team charged with a complete redesign of the organization's 3 billion dollar sales compensation program.