

Greg Greco Interview

As of September 26, 2003.

Ownership

Q: Are you the sole owner of IGAS?

A: Yes.

Q: Did you have any financial assistance in acquiring IGAS/WADE assets?

A: No.

Q: Have you acquired all assets of IGAS and WADE?

A: *(per 9/7/03 interview)* No, the library was not for sale.

Q: Which assets were you not able to acquire or not interested in acquiring?

A: n/a

Q: Are there any assets that you are still negotiating for?

A: No.

Q: Did you obtain complete member contact lists, and payment and certification status records?

A: Yes.

Q: Why did you want to acquire IGAS?

A: *(per 9/7/03 interview)* "...want to restructure IGAS for today's corporate environment. ...Am excited to be with an organization whose members care so much for each other. I want to carry on the tradition and knowledge of Graphoanalysis to a new generation. Am in a good position to structure the company to do that."

Involvement

Q: Do you foresee Kathy Kusta being involved in any aspect of the new IGAS in any way?

A: I have spoken to Kathy about working with the new organization. I feel she would be very valuable to have as a consultant, although at this time it seems as though she is not interested.

Q: At what level do you plan to function in the new IGAS: very active, somewhat active, leave a lot of the work to your employees, move into the background?

A: I will be very active with the organization as I feel that it is only through individual contact with members on a daily basis that I can understand their needs.

Personal/professional

Q: Will you provide a sample of your handwriting with signature for publication in the Handwriting News?

(Editor's note: there is a copy of his signature on the IGAS website.)

Q: What are your interests outside of handwriting and computers (hobbies, organizations, etc.)?

A: I enjoy investing in the stock market and ballroom dancing.

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Q: You've mentioned other businesses such as handwritinganalysis.com ("virtual directory not accessible") and personality.com (no specific names are mentioned on this site). What are your plans for these two websites?

A: I plan to use handwritinganalysis.com as a means of advertising /promotion of IGAS. I am unsure of the future of personality.com, however I think the site will also serve a supportive role to the activities at IGAS.

Q: What other businesses are you involved in and what are your plans for continued involvement?

A: I am involved in no other business ventures at this time.

Q: What do you want to say to the membership about your honesty and integrity?

A: I have taken a position with a company that has a legacy of trust and integrity. I will treat this position with the highest respect. I am in the process of surrounding myself with advisors made up of respected members of the society to verify that the decisions I make for the company are just. I will rely on the checks and balances of the President's Advisory Committee to verify that what I am doing is the best for the society at all times. Additionally, I am working with a reputable accounting firm and set of seasoned lawyers to assure that the company is continually in sound financial and legal condition.

Structure

Q: Will the new IGAS be for profit or non-profit?

A: The new organization will be a traditional corporation.

Q: How will the new IGAS be governed? If by a board of directors or advisors, will they be appointed or elected?

A: Initially, the new company will be governed by an appointed president's advisory committee.

Q: In the recent member survey, some respondents felt that some positions should be appointed (instruction, research) and some appointed and approved by the members. Your thoughts?

A: The society is in a unique transitional period at this time. I understand that the members would like to have a say in the appointment process and this may happen at some point in the future. At this time, I think the most prudent thing to do is to extend offers to members that have worked at the respected positions in the past to ensure near-term stability for the organization. In that regard, I am currently extending offers to previous instructional, research employees, and President's Advisory Committee members to work with the company again.

Q: Will this advisory committee serve a specific term (92% of survey respondents wanted term limits with 2 years being the most popular)?

A: Currently, there is not a specific term for members of the advisory committee. This may or may not change in the near future.

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- Q: Will this committee include non-handwriting analysts or non-IGAS members?
A: Currently all of the chosen members of this committee are trained Graphoanalysts who have served on the prior Presidential Advisory Committee.
- Q: How will your staff be compensated (i.e. full time, part time, volunteer positions - identify)?
A: We are in the process of extending offers at this time. I expect my staff to be a combination of full-time, part-time and volunteer positions. I will be glad to address this question at a later time when the company is fully staffed.
- Q: According to the survey over 65% of the respondents wanted the following committees: instruction, legal, conference, marketing & PR, and newsletter. 47% wanted an historical committee. Other suggested committees were: chapter liaison, integrity, ethics, financial, communication, promoting analysts in the field. How do you feel about creating these committees and at what level will they be staffed?
A: At this time, it is my sole focus to re-create the quality, functionality, and business model of the prior company. I feel that it is best to address the establishment of new committees or any other organizational changes after we have re-established this functionality.
- Q: How will the new IGAS be different from the old?
A: The Company will be relying more on the internet and email for improving member communications, assistance, and research. It is my intentions to be very responsive to member inquiries and to be more active in my role as the leader of the company.
- Q: When do you expect the new organization to be fully operational?
A: The date we go operational has not yet been determined.

Students

- Q: You have mentioned that you plan to honor life memberships and current students who have not finished their courses. When will you be ready for students to continue with instruction?
A: (*per 9/7/03 interview*) The “near term goals” involve establishing the “level of service of eight months ago” but there are “complicated issues to be resolved.”
- Q: Will there be any additional cost in completing one's studies?
- Q: How many course instructors do you have planned for IGAS?
A: (*updated 9/25/03*) We will have 3 instructors: Bill Harms, Janet Tilden, and Thelma Greco

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Chapters

Q: What will you put in place to ensure effective and open lines of communication with members?

A: The Company will have a policy to be responsive to all members' concerns. It is my intention for each member to feel like they have a connection to the home office. To date, I have answered every email promptly and called all of those who have wanted to speak with me.

Q: How do you feel about non-GAs being accepted into IGAS Chapters?

A: Currently, non-GA's are not accepted into IGAS Chapters according to IGAS Tradition. It is my intention to keep this rule and all IGAS rules until my Advisory Committee has had time to review. I feel that they are best at determining what would be the best for the society.

Q: Do you feel that only students or graduates of IGAS should be allowed as Chapter officers?

A: I feel this is an issue that is proper to review with my Advisory Committee before giving an official statement.

Congress

Q: Congress has been deemed a "Resident Institute" rather than a conference filled with information helpful to handwriting analysts. Do you plan any structural/content changes for this IGAS annual event?

Q: When and where would you like the next Congress to take place?

A: (*per 9/7/03 interview*) Would like to hold a special event for next year's 75th Anniversary of IGAS. Would also like to hold annual events in the future.

Q: If the focus and content of Congress changes, will you open it to non-GAs?

WADE

Q: Tell us more of your plans to merge WADE w/IGAS.

A: (*updated 9/25/03*) WADE and IGAS will exist in the future as two separate entities. I originally thought it would be prudent to merge the two companies. Now I understand that it is best to keep them separate businesses.

Q: You have mentioned offering courses for WADE. When do you foresee that being available?

A: (*updated 9/25/03*) I am currently working with several individuals to restructure WADE course content to be in a correspondence course format. This is being done at the advice of prior WADE Advisory committee members. I am uncertain when this task will be completed and when these courses will be available.

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The Journal

Q: What plans do you have for the Journal? Some segments mentioned on a discussion group are: Member and chapter spotlights, Blast from IGAS Past, Trait of the month, Member tips, Outside IGAS.

Q: Do you plan to make subscriptions available to non-GAs?

Outside IGAS

Q: You have said that you want to adhere to the principals of IGAS. What approach will the new IGAS take toward including any discussion or expression of non-IGAS tested info?

Q: Perhaps the most contested part of the Code of Ethics is the following section from the (undated) Manual of IGAS Chapter Administration: *"I will not allow other systems of handwriting analysis to change or affect my application of the science of Graphoanalysis, nor will I endorse or practice any method of handwriting analysis that the Society or Ethics Committee deems contrary to the principles of Graphoanalysis."*

This version may be more familiar to many and comes from an older and undated COE: *"I will not ally myself with any group dealing with the occult. Nor will I associate myself with any movement contrary to the best interests of the science of Graphoanalysis. Further, I will not affiliate with any group of handwriting analysts not sanctioned by the International Graphoanalysis Society, Inc."* What is your position on these statements and do you plan to review and revise the current Code of Ethics?

A: Advisory Committee has approved changes in the code in the past to adapt to changing situations. I can only say at this time that this subject will be brought up at our first meeting and the advisors will guide me to a decision which is best for all members.

Q: Former and current members, as well as non-members, have criticized IGAS management for some time. What will you put in place to raise IGAS status and integrity in both the public and membership sectors?

Q: What are your plans to communicate/interact/network with the handwriting community at large?

Other Thoughts

Q: There are a number of details to be addressed in taking over any business, many not covered in the previous questions. Is there any additional information you would like to share with the members at this time?

Q: Is there anything you would like to request of the membership at this time?

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A: I ask each and every member to be patient with me as I rebuild this company. If any member has a concern or question during this time, please contact me directly and I will call/email you promptly. I currently can be reached at greg@igas.com.

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