COACHING SERVICES

ASSESSMENT
STRATEGY
ALIGNMENT
EXECUTION
SUSTAINMENT
TRANSFORMATION STARTS HERE!
We believe that coaching is a personalized experience that is both rigorous and aligned to achieve the highest impact for the individual, team and organization. We leverage our vast global network of expert coaches with practical experience to deliver the best outcomes. The following is an introduction to our coaches.
OFFERINGS

CTI uses a comprehensive coaching process that includes:

- **Relationship Building**
- **Assessments**
- **Goal Setting**
- **Accountability**
- **Transformation**

**BOARD COACHING**
Coaches work with boards on strategy and board performance. Process includes assessing, observing and coaching.

**EXECUTIVE COACHING**
Coaches work with C-Suite Administrators to improve strategic, organizational and cultural performance. Coaches may work with administrators individually or in teams.

**PHYSICIAN LEADER COACHING**
Designed for: Chiefs of Staff, Department Chairs, Section Chiefs, Site Leads, Committee Chairs, Service Line Medical Directors, Service Line Dyads

May include the following phases:
- Needs assessment
- Matching physician leader with physician coach
- Relationship building
- Leadership assessment
- Goal setting - personal strategy map
- Accountability (coaching via phone and/or onsite)
- Transition assistance

**DYAD COACHING**
Physicians and their administrators are coached together as a dyad. This facilitates the success of the dyad leadership model by providing the necessary mentoring and practical skills needed to effectively and efficiently collaborate as a dyad, and succeed in their leadership roles with their team and in their practice.

**TRANSITION COACHING**
Coachees who are transitioning to a new organization, new role, or new team benefit from transition coaching.

**NEW LEADER ONBOARDING**
New leaders receive dedicated coaching and guided development designed to help them understand their responsibilities as leaders.

**CTI ENTERPRISE COACHING ACADEMY**
Develops and certifies internal mentors - transforming leaders into coaches.

**360° LEADERSHIP ASSESSMENT & DEBRIEFS**
Designed for: Physicians and Healthcare Leaders

Participants will receive individual reports based on feedback about their current leadership capacity from the people with whom they work.

**CULTURAL INTEGRATION COACHING**
Focuses specifically on increasing awareness of varying cultural norms and unconscious biases.

**GROUP/TEAM COACHING**
Leaders are coached in a group setting and apply with the skills, concepts, and information derived from the curriculum for the purpose of deepening their learning. Learning from each other thereby creates a strong support system and a network of colleagues and friends.

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COACHING LEVELS

- BOARD COACHING
- EXEC. COACHING
- *MEC COACHING
- *PHYSICIAN COACHING
- LEADERSHIP COACHING
- PROJECT COACHING
- GROUP COACHING
- DYAD COACHING
- TRANSITION COACHING
- NEW LEADER ONBOARDING

*Specific to healthcare
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WHAT IS COACHING?

Coaching is a co-creative development process used to drive awareness and accountability to accelerate improvement in leadership performance and deepen the learning of the program.

CTI coaching programs are both rigorous and highly personalized. Working with seasoned coaching professionals, participants complete a comprehensive Personal Strategy Map to outline and guide their development journey.

The coach provides insight, guidance and accountability to enable the participant to execute on his or her personal and organizational goals and strategies with the highest impact.

More than 50 national faculty and industry experts contribute to our program, including faculty from the University of South Florida, Duke University, Emory University, Harvard University, Stanford University, the US Military Academy at West Point, Washington University in St. Louis, General Electric, Lehigh Valley Hospital, and Florida Hospital to name a few. Visit ctileadership.com for a complete list of coaches and their credentials.

Dr. Cynthia Ackrill works with professional leaders and teams to expand performance capacities and resilience. With the latest science and research, she provides innovative ways to optimize energy, creativity, focus, and access to brilliance for enhanced, sustainable performance and improved career and life satisfaction.

Her work includes the systematic management of stress, addressing specific lifestyle/health risk challenges, facilitating behavior change, strategizing for personal and professional growth, and creating collaborative cultures to support excellence. She coaches individual leaders, their teams, consults on wellness programming, organizational effectiveness, cultural shifts, and speaks at off-sites and conferences.

Dr. Ackrill brings a unique and thorough background to the intersection of health and business strategies and the power of mission and value based leadership. She combines her knowledge as a primary care physician with her extensive experience in neuro-psycho-physiologic approaches to behavior, performance, and health, and her training in coaching.

She is a graduate of Duke University and the University of Maryland School of Medicine, a Fellow of the American Institute of Stress, a charter member of HeartMath, and a former board member of the International Society of Neurofeedback and Research.

She is a certified Wellcoach® and Well People coach, and certified Professional/Executive coach. Dr. Ackrill has completed training in positive psychology, intrinsic motivation, and peak performance coaching. She enjoys the "diagnosis" of systemic issues and facilitating groups toward mutuality of purpose. She is also a certified Team Advantage leader.
Wes Avants, MA

Wes Avants is an experienced facilitator, speaker and leadership coach. In his work with CTI’s Physician Leadership Institute, he has coached hundreds of physicians in healthcare systems and physician groups across 17 states.

His passion is to be a springboard for physician leaders seeking to pioneer the new frontier in healthcare. From the beginning of his career, Wes has been a student and teacher of those things which help individuals and organizations discover and fulfill their potential.

As an expert in leadership development and team dynamics, Wes specializes in emotional intelligence, building high-performing teams, the effective use of organizational storytelling, and developing resilient leadership that is resistant to burnout. Driven by a relentless commitment to uncover and develop the best in every individual, Wes brings together the “art and science” from the disciplines of psychology, sociology, theology and wellness to form a whole person approach to his leadership coaching.

Convinced that the “speed of the leader, speed of the team” axiom is true, he works with each leader to become the best version of themselves so they can in turn help their team members reach their full potential. His work as a facilitator, speaker and author has spanned the horizon of for-profit and non-profit organizations across the US and overseas. His ability to communicate practical insights and instruction is enhanced by his ability to create an authentic connection with audiences of all sizes. Utilizing the power of storytelling, Wes helps engage, align and inspire teams and organizations toward their objectives.

As Executive Director of CTI’s Physician Leadership Institute, Wes cultivates a climate of intuitive collaboration with each client to design and deliver an appropriately customized program of leadership development for physicians and healthcare leaders. Wes assists clients in determining desired outcomes and metrics for success, program design, recruiting and onboarding program participants, monitoring progress, and developing a long range plan for success.

Wes and his wife Cindy live in The Woodlands, TX, where they enjoy cycling, painting, movies, yoga, and sharing coffee on their back porch. They have two grown children and are proud grandparents.

Laura Belsten, PhD

Dr. Laura Belsten is an executive coach specializing in leadership, communication, management and social and emotional intelligence with over 20 years experience coaching CEOs, as well as senior- and mid-level corporate and business executives.

Her expertise includes group and team coaching, assessment, training and development, leader onboarding, career development, strategic thought leadership, and facilitation (board retreats, senior leadership team retreats, strategic planning retreats). She leads energizing, customized team-building sessions, leadership development training, and she designs and conducts comprehensive organizational assessments.

Laura provides a comprehensive array of assessment tools to her executive clients. The assessments are used to enhance self-awareness and understanding of the executive’s strengths and potential opportunities for development in leading, managing and communicating.

Laura holds a Ph.D. from the University of Denver, and Master’s and Bachelor’s degrees from the University of Colorado. She is a Master Certified Coach (MCC) through the International Coach Federation, the highest certification which can be earned in the coaching profession. In addition, she holds the distinction of having earned the designation of Certified Executive Coach (CEC). She is past president of the International Coach Federation - Colorado, and has been on the faculty of the University of Denver since 1990, teaching graduate courses in leadership and communication.

Laura is the founder and president of CEO Partnership, an internationally-recognized executive coaching and leadership development consultancy and training firm. She also founded the Institute for Social & Emotional Intelligence.
Sherry Bright, MSPH

Sherry Bright has more than 30 years of experience in healthcare strategy, planning, execution and improvement.

As a member of C-suite level teams since the late 1980s, Sherry has worked with boards, physicians, community leaders and other executives to envision the possible and collaborate to achieve mutually beneficial goals and outcomes.

While most of Sherry’s experience has been with community-based non-profit health care organizations, she has worked within, as an employee and a consultant, for-profit and investor-owned entities. Her experience crosses the continuum of healthcare delivery from primary to tertiary & quaternary facilities. Her work has taken her across the United States and Canada, from large metropolitan areas to smaller regional centers and critical access hospitals within more rural areas.

Sherry’s expertise lies in her ability to bring individuals and organizations from diverse settings and viewpoints together to define common challenges and align efforts to make a difference not only for organizations but also for the communities they serve.

Over the years Sherry has had direct accountability for strategy, planning, marketing, performance improvement, information systems, quality and philanthropy. Her involvement with the Baldrige Performance Excellence Program, a national quality program, began in 1999.

Since then she has served both national and regional programs as team lead and spent 4 years on the panel of judges for Rocky Mountain Performance Excellence. Sherry received her B.S. in Education and her M.S.P.H. from the University of Missouri.

John Buckley, MPA

John Buckley retired from GE Healthcare in Waukesha, Wisconsin after more than 40 years of developing leaders and leading change in both public and private organizations.

John served a 22-year career in the Army, stationed in Europe, Southeast Asia, and the United States. He retired from active duty in 1990 at the rank of lieutenant colonel. He attended the United States Military Academy at West Point, New York, graduating with a Bachelor’s degree in Engineering. While on active duty, he received a Master’s degree in Public Administration from Northern Michigan University. He is also a graduate of the U.S. Army Organizational Development School and the Command and General Staff College.

He was a department chairman and taught leadership, ethics, and public administration at Marquette University in Milwaukee, Wisconsin.

Since leaving the Army and before joining GE Healthcare in 2006, John held a number of leadership and organizational development positions with several large companies including Hewlett-Packard, BMO Harris Bank and Harley-Davidson Motorcycle Company.

At GE Healthcare, John created and delivered leadership development programs for the 7,000 engineers, scientists and researchers employed there. Recognizing the need for change leadership in GE, John developed and facilitated a change leadership module in his leadership programs. He continues to deliver that learning experience to other Corporate GE Leadership Development programs and other technology and medical customers as well.

John is married and lives with his wife in Brown Deer, Wisconsin. He has three grown children, 4 grandchildren and one very spoiled Golden Retriever.

**OUR PROCESS**

**ACTIONS INCLUDE:**

- One-on-one calls with client (leveraging technology:skype/Facetime)
- Identification of development priorities
- Co-creating a Personal Strategy Map
- Defining & Identifying learning opportunities to enhance skills
- Facilitating deepening of learning of PLI sessions with application ideas
- Holding leader accountable to agreed actions
- Monitoring progress of all development actions
Kit Connolly-Turner, MBA

Kit Connolly-Turner partners with global C-suite business leaders and their senior teams to increase organizational buy-in and delivery of tangible business results.

Kit leverages more than 30 years of practical business experience as both the leader who develops and carries out the strategy, as well as the consulting coach who helps mobilize and guide the team.

Her work has partnered her with a broad range of global fortune organizations to facilitate large/small scale organizational change, enable business process improvement, increase team performance, facilitate & design strategic planning sessions, provide leadership coaching, coach project teams through deployment of strategic projects/initiatives. She has designed and delivered customized curriculum and business meetings for global leaders & customers in the Americas, United Kingdom, Netherlands, Europe, China, and Japan. Industries include: Healthcare, High-Technology, Oil & Gas, Power/Energy, Financial, Consumer Products, Telecommunications, among others. Both for-profit and non-profit experience.

Kit has experience in sales, customer service, leadership development, curriculum design, executive coaching, and education. She held a variety of leadership positions for 15 years with General Electric (NBC and Plastics) in sales, customer service, and global leadership development. In her 20 years as an independent consultant she has worked with several global fortune organizations.

In addition to running her own consulting practice, Kit has also been an active Consulting Associate for Destra Consulting, Boulder, CO, Gagnon Associates, Boston, MA, Horizon Leadership Atlanta, GA, and GELRAD, Clinton, NY.

Kit received her Bachelor’s of Science in Marketing and Management at Siena College in Loudonville, NY. She is certified as an MBTI Administrator, a GE Master Change Agent, GE Master Workout Facilitator, and all GE Essential Leadership Programs. Some of her post graduate work includes leadership development, organizational effectiveness, innovation & creativity, executive coaching and change management.

Kim Ebinger, BS, ACC

Kim Ebinger is an executive coach whose dedication to the development of others has been cultivated over the years through her work with adults with disabilities at various community based and privately held healthcare organizations.

Kim is committed to helping organizations create more effective approaches to the development of their leaders and staff. She enthusiastically combines her action-oriented approach with her appreciation for the challenges associated with change management. Kim is skillful in sharing honest assessments of what is working or not and co-creating systems of accountability that support progress toward identified goals.

She brings a natural ability to effectively assist individuals and teams as they shift their observations and interpretations of the world in which they live. Kim works with teams on issues of trust and conversational competency, which are essential for addressing underlying concerns that limit growth and innovation.

Over the years, Kim has used her expertise and talents in the areas of program development and change management, marketing and client satisfaction at various healthcare and civic organizations. In addition, she has facilitated workshops and conferences on a range of topics, with a strong focus on leadership development and the possibilities for personal transformation.

She is a certified coach through the International Coaching Federation and Newfield Network and a consultant at Vernal Management Consultants. Kim is a curriculum facilitator and ontological coach at the online leadership development program OntoLeader and a trained facilitator with the Zeidler Center for Public Dialogue.

Kim is a graduate of the Newfield Network Coach Training Organization and the University of Michigan with a B.S. in Physical Therapy. She is the Founder and President of Kim Ebinger Coaching, LLC.
Dan Eisenman, MA

Dan Eisenman is an experienced coach, facilitator and consultant. He specializes in leader and team development, focusing on the impact of emotional intelligence and critical thinking – the idea that all emotion is useful data providing a competitive edge once properly interpreted.

Dan has more than 27 years of leadership and training experience in healthcare, military, retail, and insurance industries.

For nine years, Dan has aided physicians and staff in critical care environments and healthcare administration in hospital and clinical environments, centering on leadership skill and effective interpersonal communication.

With leadership experience as a military officer and as a retail manager, along with 15 years in the insurance industry, he has a broad perspective. Dan is a certified performance improvement consultant with extensive experience building high performance teams. He is certified as a leadership coach and works with leaders at all levels.

He has been a guest speaker with the Northwest Communication Association and has spoken twice at Association for Talent Development, (formerly ASTD), International Expos in partnership with a world-renowned expert on critical thinking.

Dan has also operated as an executive coach for Catholic Health Initiatives’ Transformative Leader Development Program and managed leader development programs for CHI Franciscan in Tacoma, Washington.

Carolyn Foss, MBA, MBB, MCA

Carolyn Foss is an executive director for CTI’s Physician Leadership Institute. She is passionate about igniting positive transformation to address healthcare challenges for physicians, executive leaders, cross-functional teams, and health care systems.

Carolyn champions the transformation of strategy into reality by developing leaders to be more effective and motivated to perform at their best, make change happen and help organizations and people realize their full potential.

Her strategic approach is inspired by a desire to improve culture, produce results, encourage effective communication, increase engagement, and expand the ability to lead. Carolyn is a high energy professional with a reputation for adaptability and collaboration.

Her engaging style is diplomatic, creative, influential and supports successful leaders to model cultural change that builds trust, improves accountability, achieves strategic growth, and optimizes performance outcomes.

Carolyn positively impacts people through innovative practices including positive psychology, neuroscience, spirituality and emotional intelligence. She is continuously learning, educating and consulting in the milieu of leadership development, with an emphasis on; influence, communication, cultural transformation, coaching, mentoring and organizational change.

Prior to joining CTI, Carolyn worked in profit and non-profit companies serving as a healthcare consultant and in leadership roles at: Catholic Health Initiatives, Amylin Biotech, Sanofi Aventis Pharmaceuticals, Kendall Healthcare, AT&T and American Express.

Carolyn has an MBA in International Business from Redlands University and degrees in Journalism and Communication from the University of Colorado at Boulder. She has earned numerous awards in leadership, customer service, business development, program management, coaching and training.

She is a certified executive coach, Lean Six Sigma Master Black Belt and Master Change Agent (MCA). Carolyn enjoys outdoor adventures, yoga, horseback riding, skiing, volleyball, international travel, dancing, golf and meditation. Carolyn is married and a dedicated mom to a young daughter.
Joy Goldman, RN, MS, PCC

Joy Goldman is an executive and physician leadership coach certified with the International Coach Federation. She has more than 30 years experience in healthcare, both community-based and academic medical centers, and provides real world knowledge of the challenges facing physicians and health care leaders today.

Joy coaches leaders to set appropriate boundaries through priority management and delegation, manage conflict and difficult relationships while improving their leadership presence and influencing others to achieve results.

She has created and implemented executive onboarding systems to ensure successful assimilation to new roles and organizations and has facilitated process improvement and rapid cycle change teams.

Joy is a registered nurse with Master’s degrees in Community Health Organization and Strategic Human Resources and Organizational Development. She is a Six Sigma Black Belt and has several coaching certifications.

Joy is the president of Viewfinder Coaching and Consulting, LLC and her work has included executive, leadership and physician coaching to support culture change and improve team effectiveness.

Bevan Gray-Rogel, MBA

Bevan Gray-Rogel’s is an executive coach that assists individuals, teams, and organizations maximize their effectiveness and performance.

Prior to starting her own consulting practice, she worked at John Alden Financial Corporation for 10 years in their Organization Management Development department. She has also worked for Jordan Marsh, E. F. Hutton, Legg Mason, First Boston Corporation, and Micro Brokers International. Bevan has more than 35 years of experience in the field of Human Resource Development and Organization Development.

Bevan brings an in-depth understanding of the critical issues that leaders face, through her 20 years working inside various organizations (investment banking, retail, restaurants, computers, insurance). Some of her clients include: TECO, Tampa Tribune, Hillsborough County School District, Diebold, City of Fort Lauderdale, Citigroup, Capital One, GTE-Verizon, and Eckerd Youth Alternatives.

She has been working with CTI for more than ten years and has facilitated workshops for physicians and health administrators across the country.

Bevan specializes in process consultations, group facilitation, change management, strategic planning, teambuilding, and leadership development. She partners with clients and client project teams to achieve desired outcomes and to transfer capabilities to the client and their organization, so that successful efforts continue beyond the consultant’s project scope.

Bevan received her BA in Psychology at Lake Forest College and her MBA in Organizational Behavior and Development at George Washington University. She is the president of Graylan Consulting, LLC, an organization development consulting firm.
Jennie Hanson

Jennie Hanson is a dynamic leader, with over two decades of experience leading businesses to extraordinary results and developing high performance teams to exceed organizational objectives.

Jennie is an executive coach to many senior healthcare leaders and incorporates her expertise leading all aspects of organizations including organizational development, cultural transformation and engagement as well as strategic planning and business development in her coaching.

Most recently Jennie was Chief Strategy Officer at Numotion, a complex rehabilitation technology company and prior to that, she was Executive Vice President of West Corporation, leading the Alerts and Notifications Division. Prior to joining West, Jennie was an executive with GE for over 20 years, most recently as President of GE Healthcare - Lunar, a division of GE Healthcare with global operations in Asia, Europe, North and South America. Prior to this position Jennie spent 13 years with GE Healthcare in various key leadership positions.

Throughout her career, Jennie has led with the guiding principle that employee engagement is the enabler of business success.

She and her teams have been recognized with numerous awards, including GE’s Executive Leadership award, GE Healthcare’s top growth award, and West’s Innovation Award. Jennie was Co-Leader of the GE Women’s Network for GE Healthcare, an organization focused on professional development of women.

Additionally, Jennie has lectured globally on topics of business growth, leadership and disease management. She guest lectured at Creighton University on business and served on the CCFA Regional Board of Directors for 4 years.

Jennie holds a Bachelor of Science degree in Applied Mathematics and Economics from Brown University. She lives in Nashville, TN with her family.

JC Heinen, PCC

JC Heinen is an executive coach and consultant working specifically with the C-suite to build healthy leaders and teams that can drive strategic initiatives to successful business outcomes.

JC focuses on aligning leader and organizational goals to ensure that results are realized through enhanced performance at all levels.

JC has been providing executive coaching to business leaders for over 20 years. As coach and consultant she has partnered with global and national organizations in providing assistance with: executive onboarding, leadership development, leading change, succession planning, and team alignment. JC builds long-term relationships with her clients to support their on-going needs as the competitive landscape continues to change.

JC has more than 30 years of business experience consisting of both corporate and field operations. She has expertise in developing strategic alliance partnerships and building global sales and delivery infrastructures.

She is the founder of TMI Partnerships, a leadership consulting/executive coaching firm and Jessie’s Heart Foundation, a nonprofit organization supporting the financial needs and wellbeing of patients of Children’s Hospital Colorado with congenital heart defects.

JC believes in donating her time and talent in her community through the American Heart Association and The Women's Leadership Investment.
Mo Kasti, MS, MBB, MCA

Mo Kasti is dedicated to accelerating healthcare transformation through leadership, strategy and innovation.

An energetic and creative innovator with more than 25 years of experience in healthcare and leadership, Mo is an expert in transforming physicians, leaders and organizations. An award winning and highly sought-after speaker, Mo trains and coaches physicians and leaders globally. Mo is the author of “Physician Leadership: The RX for Healthcare Transformation”.

His passion and work to “change the DNA of medicine through leadership” have been praised by physicians, deans, hospital leaders and national organizations.

Mo has a Master of Science degree in Biomedical Engineering and Healthcare Administration from Case Western Reserve University in Cleveland, OH and has earned numerous awards as a coach, trainer, and speaker on leadership development. He is certified as a Master Black Belt (MBB) in Lean Six Sigma and Master Change Agent (MCA) in Change Management.

Mo is a life long learner and student of ancient Asian teachings (i.e. Sun Tzu, The Art of War, The Seven Chinese Military Classics, and The Five Rings) as they apply to strategy and leadership. Mo's academic appointments include the USF College of Medicine, College of Nursing, College of Engineering, College of Business, and College of Pharmacy. He has received numerous management awards for outstanding performance and holds several patents. Mo lives in Tampa, Florida with his wife and two sons.

Dan Holden, PhD

Dan brings more than 25 years experience as an executive coach and consultant. He possesses an unlikely combination of skills, qualities and organizational gifts.

He sees quickly and with great clarity what is genuinely possible for leaders and their teams as well as the real blocks they face to transformative results. He speaks with the quiet authority of one who has been through the fire of transformation himself and knows the inner and outer landscape others must move through. He is a master guide to those leaders who don’t just want to do great work but who seek the inevitable work—the work they have come into this life to do.

An author and poet, Dan is also an ex military paratrooper, an avid motorcyclist and sports car enthusiast.

He has worked with such companies and organizations as University of Notre Dame Business School, Ford Motor, Shell Oil, Bon Secours Health System, Dana Farber Cancer Institute, Boeing, Lockheed Martin Corp., Wachovia, DANA Corporation, NASA and Price, Waterhouse, Cooper, Australia. He is the author of Lost Between Lives—Finding Your Light When the World Goes Dark (2004). Dan and his family live in Milwaukee.

Lynne Ingersoll, MSOD, CCP

Lynne Ingersoll is a leadership consultant and organization development professional. She has a diverse background which includes more than 10 years in healthcare working with physicians and administrators to navigate change.

She uses a strengths-based approach, which builds on the strengths found within the individuals and organizations she serves. She has worked in leadership and organization development roles, with national brands, such as: Carolinas HealthCare System, Tommy Hilfiger, Burt’s Bees, Just Pants and Vietri.

Lynne has a Bachelor of Arts degree in Psychology from the University of North Carolina at Charlotte and a Master of Science in Organization Development from Queens University of Charlotte. She earned her coaching certificate from Queens University of Charlotte, is a graduate of the Innovation Institute at the McColl Center for Art+ Innovation and completed special interest classes at The New School in New York City.

Lynne lives in Charlotte, NC and runs her own consulting firm, xplorleadership.
Philippa Kennealy, MD, MPH, CPCC, PCC

Philippa Kennealy is a family physician and physician executive by training, with experience in medical staff and hospital leadership, as well as small business leadership and management.

She served as Medical Director and CEO at UCLA-Santa Monica Medical Center, prior to assuming executive positions in two internet software application development companies.

She formed her coaching company, Entrepreneurial MD, in 2003 and since then, has worked almost exclusively with physicians and healthcare professionals. Philippa also serves as a consultant Medical Director to CE Outcomes, an independent outcomes research company serving a variety of organizations in the healthcare industry, with the overall goal of improving patient health outcomes.

Philippa received her medical and post-graduate training at the University of Witwatersrand in South Africa; she then worked in rural Zimbabwe for 3 years, before emigrating to the USA in 1984. She completed her family medicine residency in Santa Monica, and went into private practice in Santa Monica for almost 10 years.

She obtained her Master's in Public Health in Health Services Management from UCLA School of Public Health in 1997. She received her coach training and certification through the Coaches Training Institute in 2003.

Philippa is married to a physician, has one daughter, and lives in Los Angeles, California.

John Lazar, MA, MCC

John Lazar has been a performance consultant and coach since 1983, serving as an executive coach to CEOs, business owners, executives, senior managers, and soloentreurs for more than two decades.

His background and expertise in psychology, adult human development, performance technology, organization development, coaching, business, and speech act theory provide a unique and rich perspective for understanding how individuals, groups, and teams operate within organizational settings.

In addition to his business coaching, he also consults companies designing interventions, educating and facilitating on issues of leadership and management practices, communications, evaluation, executive team alignment, and culture change.

John has served client organizations in a range of industries including aerospace, environmental services, food manufacturing, financial services, manufacturing, medical waste management, oil and gas, professional services, pharmaceuticals, retail, and telecommunications, as well as federal governmental agencies and departments.

In addition to writing articles and chapters for professional publications, he has made more than 80 presentations to local, national, and international audiences in the U.S. and eleven other countries on topics including human capital management, leadership and sustainable leadership, executive team alignment, management skills, coaching, blended interventions, coaching program design, emotional intelligence, communications, evaluation, and ROI.

John earned his Master's degree in Clinical Psychology from the University of Illinois in Chicago and Bachelor’s degree in Psychology from Lake Forest College. He was certified as a Master Coach by the International Coach Federation (ICF) in 1999. He received his coach training and certification from Newfield Network and advanced training from the Institute for Generative Leadership. He is certified to interpret and debrief several assessment instruments, including the Birkman Method®, Hogan Personality Suite, and Emotional Competence Inventory. He resides in Forest Park, Illinois.
Dr. Jeffrey Lobas has had a distinguished and diverse career in healthcare administration, clinical practice and academia.

He received his Medical Degree and completed his residency in Pediatrics at the Medical College of Ohio. His fellowship in Pediatric Critical Care and Pediatric Pulmonology was completed at the University of Wisconsin in 1986. He has been a faculty member at Indiana University, University of Minnesota and University of Iowa.

As the director of Iowa’s Program for Children with Special Health-care Needs, Dr. Lobas led efforts redesigning the state’s system for caring for children with complex and chronic diseases. He continued his efforts to transform healthcare as the Chief Medical Officer for Cardon Children’s Medical Center in Phoenix and the Chief Medical Officer for the Southern Illinois University School of Medicine. In these positions, Dr. Lobas dedicated himself to building innovative approaches to organizational challenges including new clinical models, quality systems, medical informatics and population health.

In November of 2013, he founded the Institute for Transforming Healthcare (ITH) in Newport Beach, CA, dedicating his skills and talents as a change agent and advocate towards deep organizational change in the healthcare industry. As the President and CEO of ITH, he leads efforts in redesigning systems of care in a number of venues. He has worked closely with the 11 children’s hospitals in the state of California, developing new approaches for caring for children with medical complexities.

Dr. Lobas received his doctorate in Organization Development at the University of St. Thomas in Minneapolis, MN in 2005, where he conducted research in leadership, developed curricula and taught leadership development in healthcare organizations. He obtained his Master’s degree in Public Administration from Ohio State University, and before medical school served as a health planner and administrator for public health organizations. He is published in the area of leadership in healthcare and system redesign and remains involved in the American Academy of Pediatrics, the Association for Physician Leadership and the Conscious Business Academy.

Bob Lewis brings 20 years of experience to the areas of leadership development and organizational effectiveness. Throughout his career, he has partnered with leaders at all levels within a broad range of corporate, government, educational, and nonprofit organizations. Key focus areas include the design and delivery of tailored training programs and group facilitation.

Prior to becoming an independent consultant, Bob led strategic initiatives for J P Morgan Chase, managed the training function for a large state agency, and led organizational change strategies for a management consulting firm.

His extensive experience and excellent communication skills have earned the trust and respect of his clients. Bob is highly valued for the unique perspective he brings to every engagement. By connecting proven leadership practices with real-world experience, he is able to fulfill his passion of helping individuals map out their own unique path to leadership success.

Bob is a faculty member of GE’s John F. Welch Leadership Development Center along with other leading professional training organizations. He is certified in a host of leadership assessments and development programs.

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Dr. Diane Menendez has been a leadership coach and talent development consultant for more than 30 years.

In 2015, she retired from Catholic Health Initiatives as National Director, Talent Development. At CHI she was responsible for systemwide coaching and mentoring initiatives and supported succession strategy and implementation. She worked with CHI leaders to support the talent development of high potentials. She was on the core team of CHIs Transformative Leadership Development Program, lending her expertise to the planning, curriculum development, facilitation and coaching of the program’s physician leader, nurse leader and hospital administrator cohorts.

Prior to joining CHI in 2010, she held leadership and officer roles in succession management, organizational development and leadership development roles at AT&T, Macy’s and Convergys and also ran her own consulting and executive coaching firm (Leadership Mastery Coaching) for more than 18 years.

Diane has been a Master Certified Coach since 1998. Her book, Becoming a Professional Life Coach, was co-authored with Patrick Williams in 2007; a second edition was published in Spring, 2015. She has written a number of articles on coaching, which detail the strategies and processes she uses when coaching dyad leadership partners in healthcare.

Through her personal experiences, Diane has developed a realistic and compassionate approach to consulting with and coaching the more than 350 leaders she has worked with in a variety of industries worldwide. She is also a trained professional mediator.

She has done extensive post-doctoral work at the Gestalt Institute of Cleveland, the Newfield Network, Harvard’s Institute for Professional Coaching, Team Coaching International, etc.

She has a strong background in psychological assessments and uses these tools to intensify awareness, assess role fit, and foster development for individuals and teams.

David Mish is committed to improving health globally. He collaborates with doctors, executives and teams to accelerate their success in leading change that measurably transforms their organization.

David specializes in developing his clients’ deep skills in leadership, strategy and effective execution. His collaborations are creatively structured for each unique situation.

David has worked with more than 100 companies in 11 countries. While serving a diverse client base, he has been repeatedly drawn to health related industries: hospitals, health systems, health plans, physician practices, and Pharma/Biotech/Medical-device companies.

In 2008, David changed focus from top-tier strategy consulting to leadership development and organizational effectiveness. He became a partner in a global business-coaching firm and started his own firm to focus on the healthcare space. His services include: consulting, facilitating, instructing, coaching and mentoring.

David’s clients are successful in their current, highly specialized, roles and have aspirations to transform and enrich their organizations. He develops his clients’ leadership capabilities to improve focus, alignment and engagement, allowing them to reach their aspirations. His clients include: Stanford Hospitals & Clinics, Columbia HCA, Memorial Herman, Alameda Alliance for Health, Kaiser, Merck, Genentech, Beckman Instruments, Novartis, Roche, Sony Pictures Home Entertainment, Microsoft.

David holds a BS in Mathematics from Michigan State University, an MBA from Case Western Reserve University, a Certificate in Biotechnology from the University of California, and is a Board Certified Coach in Executive & Leadership Coaching (BCC).

He is a Professional Certified Coach (PCC) and a Certified Physician Development Coach. He is currently in his twelfth year as an instructor at the University of California Extension program where he teaches classes in biotech project management, operations, and finance.
Petra Platzer, PhD, ACC

Dr. Petra Platzer has more than 17 years of experience in the healthcare and academic research settings as a transforming leader and culture change agent. She has a deep understanding of the challenges facing executives, physicians and healthcare leaders today.

As president of Integrative Partners, she collaborates to deliver transformative leadership development programs to physician and executive leaders. As a leadership development coach, Petra works with clients to embark on a personal inquiry and development journey. Her commitment is to unlock new thinking and create courageous steps forward to achieve their desired outcomes. As a consultant, she leverages her leadership experience to deliver customized approaches and experiential learning that develop the internal capacity of the people, processes and structures. The result is a sustainable framework that can continue to grow beyond the engagement.

Petra is a certified leadership coach through Georgetown’s Institute for Transformational Leadership and a credentialed member of the International Coaching Federation. A firm believer in growing our community of skilled coaches, she serves on the faculty of Georgetown’s Health Coaching certification program as an Instructor and Practicum Advisor to coaches-in-training.

She holds a Ph.D. in Molecular Biology and Genetics from Kent State University and a B.S. from Virginia Tech. She is co-inventor on a patent, has multiple publications in peer-reviewed journals and received numerous awards acknowledging her technical and engaging leadership skills. Notably, Petra was named “Woman of the Year – Forward Thinker” by Glamour magazine and Toyota in 2005.

Petra is committed to her mission of making a difference in the way we exist in this world. She volunteers by participating in the Leukemia and Lymphoma Society’s Team in Training program and is a volunteer coach for Special Olympics.

Karen O’Donnell, MS, PCC

Karen O’Donnell works with businesses, medical leaders and teams who aspire to uncommon levels of performance, growth and innovation.

She recently completed a notable career with General Electric Corporation at the Jack Welch Leadership Center – Crotonville – Ossining, New York.

Karen is an expert in change management and was one of the lead change agents at General Electric initiating change across all GE businesses. Karen has deep experience as a facilitator of strategic meetings, leadership and quality courses, and as a coach for individuals, teams and executives. She is a student of the neuroscience of change and linguistics and employs both areas of expertise as a medical and executive coach.

Karen’s career at General Electric included her role as the leader of executive education where she redesigned and delivered the two highest-level executive programs and helped develop and lead the CEO-sponsored Leadership, Innovation and Growth program for GE’s top 60 executive teams. Karen’s GE experience includes holding a variety of positions: manager of public relations, marketing communications, marketing and business operations, and medical continuous improvement initiatives with many US healthcare systems.

She brings a unique perspective from her own career growth and her focus on professional and leadership development. Karen is a certified green belt, a Professional Certified Coach with the International Coaching Federation (PCC), experienced in DISC and Myers Briggs, and qualified in EQ-I, MRG, Energy and Hogan assessments.

Karen graduated from Middlebury College, VT, and holds a Master’s degree in Zoology from the University of Illinois, and a Master’s in Science Journalism from Boston University. Karen participates regularly in leadership and coaching education, and recently garnered a certificate in Strategic Human Resources Practices from Cornell University. Karen is VP of Enhanced Membership for the International Coaching Federation, New England Chapter, and a committee member of 1Berkshire, and Programming Chair for Berkshire Business and Professional Women’s Foundation.

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Brad Pollins, MS, SPHR

Brad Pollins is a passionate change leader committed to helping healthcare organizations be strategically focused on becoming patient-centric, change adaptive, and world-class care providers.

He has more than 30 years of professional experience in organizational effectiveness, strategic planning, change management, culture transformation, patient experience improvement, employee engagement, and leadership talent development. Brad has worked in a variety of industries including consulting, insurance, and healthcare, and has been a key member of corporate leadership teams providing strategic and operational insights.

For more than 15 years, Brad has worked in healthcare leading programs to transform the culture to achieve better strategic and operational outcomes. He has also led a number of ground breaking initiatives including assessment centers, talent selection, discovery charts, lean production, and leadership academies.

He has received a number of recognitions including the President’s Circle Award for Employee Engagement and Employer of Choice and Premier Healthcare Employer Awards. A sought-after facilitator of strategic planning and performance improvement efforts, he has been a guest speaker at many national conferences. Brad has a Master’s degree in Industrial and Organizational Psychology from the University of Central Florida, a Bachelor’s of Arts degree in Psychology from the Florida State University, and is certified as a Florida Sterling Council and Malcolm Baldrige examiner.

He is a member of the 2003 Leadership Lee County and has been certified in DiSC, Personal Best, Laughter Yoga, High Velocity Change, Inside Out Coaching, Business as Unusual, and Culture Shift.

Brad is a student of the teachings of Neale Donald Walsh, John Kotter, and Jim Collins. He deeply believes that the physics of performance lies within the people. Brad is married with four children and lives in Cape Coral, Florida.

Sharon Rich, PCC, CPBA

Sharon Rich has developed leaders at Yale Medical School, Mount Sinai Health Systems, Kaiser Permanente, Baxalta, ResMed, and many others in healthcare, medical manufacturing, technology, media, education, professional services, and other fields.

Sharon's work is guided by 30 years of hands-on business and leadership experience. She has the full range of leadership experience from being an entrepreneurial owner of a boutique advertising agency (whose clients included Cedars Sinai, Centinela Hospital, NME and AMI) to roles on the senior leadership teams in national/international firms, including OgilvyOne, a division of Ogilvy & Mather.

Sharon earned her BA in psychology from UCLA in 1980, pursued graduate studies in psychology and education at Antioch University in the early 1990s, and is a graduate of Coach, Inc., the leading global provider of coach training programs. Sharon is committed to lifelong learning and is certified in Rapid Culture Change, Rapid Team Results and Group Facilitation. Sharon is on the faculty of Coach, Inc., and trains coaches all over the world.

Sharon holds a PCC accreditation from the International Coach Federation. She is also a Certified Professional Behavior Analyst (CPBA), which means she is highly proficient in administering, debriefing and training with the DISC and PIAV assessments.

She is a group leader in the ProVisors network in Los Angeles. In 2005, She founded Think Business Growth, Inc. (formerly Leadership Incorporated) to support the transformation of leaders and the organizations they lead—in order to produce both business results and value for their clients and communities.

Sharon lives in West Los Angeles with her husband. She likes to travel, ski, meditate, read, write, and make interesting and delicious things.
Diane Scott, RN, MSN, ACC

Diane Scott is an international consultant with a wide-ranging and extensive background in healthcare leadership, education, coaching consulting and productivity.

Considered a national expert in leadership development and a healthcare conflict expert, her recent healthcare clients have included the Brigham and Women's Hospital of Boston, Veterans Affairs Medical Center and preeminent Hospitals throughout the country.

During 2013 and 2014, she spoke at the United Nations and has consulted and coached with United Nation leaders and country leaders from around the globe.

Starting her career as a nurse on the world's first liver transplant team, she served under Dr. Thomas Starzl, recipient of the National Medal of Science, and quickly advanced her career to become the Director of Cardiology, Cardiac and Thoracic Transplant Surgery departments at the University of Pittsburgh Medical Center.

Her expertise increased during her leadership of the University of Pittsburgh Physicians Cardiology Practice and Cardiology Services departments. Her experience includes tenure as the Director of Cardiology Departments with HCA Medical Center's flagship organization, CJW Medical Center, Richmond, where she served as the principle lead in the design, implementation and leadership of the departments within the new hospital.

As the former program director for a national health organization, she led the initiatives in organizational conflict education and has authored over eighty national publications regarding conflict resolution, leadership development, performance enhancement and business strategy.

While serving as graduate faculty at Loyola, New Orleans, Diane also specializes in coursework in human resource management and advanced finance. Diane lives in Virginia with her husband, Craig, and her daughter, Isabella.

Leadership Coaching covers multiple levels and is customized based on the needs of the leader and organization, the time commitment and desired outcomes.
Prior to Jason's role with CTI's Physician Leadership Institute, he led numerous hospital business development and talent acquisition programs to achieve benchmark status in some of the nation's largest hospital systems. Jason has provided consulting services to 100s of hospital directors and executives in areas of leadership development, sales/marketing, business development, physician talent acquisition and succession planning, practice management, negotiating, conflict management, strategy, and process improvement.

Jason feels that leadership is a life-long journey that begins with self-mastery and self-leadership. He understands that you cannot give anything away that you do not have. Therefore, he is a student first and leader second.

Jason graduated Summa Cum Laude with a Bachelor's of Science degree in Human Resource Leadership, a Master's of Art degree in Management & Leadership and is completing a PhD in Leadership with a specialization in Business Administration - his dissertation focus is on healthcare leadership.

Jason is Green Belt certified in Lean Six Sigma (Healthcare) and holds numerous certifications in leadership and business development. Jason is passionate about leadership development, organizational behavior, performance psychology, and business development.

Jason resides outside of Lexington, KY with his two children.

She supports and challenges clients to uncover and explore their potential, enabling achievement of important personal and organizational goals. Her ability to focus on core issues and possibilities while considering the 'big picture' allows identification of key areas for impact and improvement and provides unique insights for clients. Working with integrity and focusing on her clients' needs, she offers leaders and executives a business relationship based on trust, confidential discussion and the exploration of opportunities and practical solutions for personal growth, the resolution of issues and achievement of results.

Marion is the founder and lead executive coach and consultant of Elemental Consulting, a Northern Virginia based consulting company with an office in the UK. Prior to working in consulting and coaching, her career included leadership positions across a range of functions including product quality and marketing.

She has conducted scientific research in the biosciences sector and directed manufacturing continuous improvement education programs and business process improvement analysis engagements in the technology sector. Marion led the design and implementation of a private and publicly-funded pilot program in the UK to establish employee development planning in small, medium and large enterprises. Focused on leadership excellence, innovation and results, her work is driven by the will to advance methods, systems and the development and growth of people.

Marion is the developer and author of an audio program for performance improvement through stress management and increased confidence. She designs, develops and facilitates custom learning and development programs for organizations.

She is a certified master instructor and facilitator of the de Bono Thinking Skills programs for the development and application of innovation skills.
Gerri Steadman, MS

Gerri Steadman is an executive coach working with leaders from an array of functions, levels and organizations, especially healthcare.

Her strength in coaching is meeting clients “where they are”, working with them to gain better awareness of themselves and others, and then propel them to future improvement and success.

Gerri has practical experience as a senior-level executive in several healthcare organizations (Good Samaritan Hospital – Ohio, Bayfront Medical Center – Florida and Carolinas Healthcare System – North Carolina). Her industrial experience includes Procter & Gamble and Armco Steel.

Gerri’s background is as a human resource professional with an emphasis on learning and organizational development. In addition to coaching, she creates and facilitates leadership development programs and teambuilding experiences.

As an equestrian enthusiast, Gerri applies her passion for developing leaders by offering equine-assisted-learning programs.

She uses EAGALA and Equine Alchemy training and philosophies to facilitate unique leadership learning opportunities. She has a Master’s degree in Industrial and Labor Relations and a Bachelor’s degree in Psychology from the University of Cincinnati. She is a graduate of Coach U and is a member of the International Coaching Federation. She is certified as a Senior Professional in Human Resources and a member of the Society for Human Resource Management. Gerri resides in the Charlotte NC area.

Chris Steilberg, PhD

Dr. Chris Steilberg has practiced organizational psychology for more than 20 years consulting in diverse organizations and providing thought leadership to academia.

While earning his PhD at Georgia Tech, Chris began a 15-year career in corporate talent management. Working in a variety of roles and levels for BellSouth, MCI, Coca-Cola, Burger King and Ryder corporations, he is well versed in organization dynamics and C-suite navigation.

As a thought leader in I/O Psychology, Chris has lectured at Spelman College, Georgia Tech and the University of Miami.

His jointly authored publication in The Academy of Management Journal, “Sure everyone can be replaced, but at what cost?” is credited with fundamentally reframing turnover research.

As a business consultant, Chris is most frequently called on for executive coaching, assessment for selection or promotion and talent management consulting. His breadth of experience and corresponding skill in change management enables him to deliver valued results, oftentimes to groups with historically conflicting interests.

Regardless of industry, size or business model, clients appreciate his business acumen, leadership expertise and consultative style. Most rewarding to Chris, however, is his clients’ appreciation simply that he’s there for them.

Outside of work, Chris values his time with social service organizations and charities. In addition, as a life-long learner, he continues his studies in high school and college as a research and teaching assistant to his two children.
Jacalyn Stetina, MBA

Jacalyn Stetina oversees the development and implementation of innovative leadership programs and curriculum. She has experience as a corporate trainer, coach, and curriculum design consultant in the areas of sales, leadership and organizational development.

Working as a consultant for General Electric, and numerous other clients in both for-profit and non-profit organizations, she has had the pleasure of teaching and coaching many diverse clients in the U.S. and around the globe.

With proven expertise in project management, she has handled every phase of both technical and soft-skill curriculum development, from concept design through facilitation. Jacalyn has also successfully mentored and coached employees at all organizational levels to help them reach their fullest potential. Her energy and enthusiasm for adult education and coaching for success is a driving passion.

Earlier in her career, Jacalyn worked for GE Healthcare as a Marketing Specialist and Product Manager, helping bring new imaging technologies to market and supporting the U.S. sales force. More recently, she was the Marketing & Reimbursement Director for a medical device start-up company and the Disease Pathway Manager for Accuray, driving their radiation oncology breast cancer campaign.

Jacalyn is a graduate of the University of Wisconsin in Madison, WI with a degree in Medical Technology. She also holds a Master’s degree in Business Administration from the University of Wisconsin – Milwaukee.

Jacalyn currently resides in Hartland, WI with her husband Steve, an Engineer, and has two adult children, Rachel and Aaron. In her free time she plays trumpet in a community band, enjoys golf, volleyball and curling, loves to travel, and is an avid reader.

Marilyn Thiet

Marilyn Thiet is an executive coach with expertise in coaching, leadership development, strategic planning and execution, training and development, and process improvement. The majority of her work is within the healthcare industry and include healthcare providers and manufacturer’s ranging from small start up companies to several Fortune 100 organizations.

Marilyn has more than 25 years of professional experience in healthcare, sales, marketing, training, and leadership development. She began her career as a radiologic technologist and worked in both private hospital and academic settings. She then transitioned to the business world and spent much of her career working for GE Healthcare.

When she left GE she was the Americas Commercial Training Manager, responsible for the training and development of GE’s commercial team throughout the United States, Latin America and Canada. Marilyn earned a degree in Radiologic Technology (R.T.R.) from the Medical College of Wisconsin and a BS degree in Business Management from Ottawa University. She is trained and certified in Professional Facilitation, Change Acceleration Process (CAP) and Six Sigma quality methodologies.

She is a long standing member of the American Society of Training and Development. Marilyn is the founder and president of EDGE Performance Acceleration. She and her team at EDGE work with clients to help them increase their profitability and productivity by developing their leaders and people.

Marilyn is an active community volunteer and an advocate for improved care for seniors and those impacted by dementia and Alzheimer’s disease. She is married with two adult children and resides in Milwaukee, Wisconsin.
Diane Zile, MS

Diane Zile is a passionate, experienced leader who most recently held the role of Chief People Officer at OtterBox, a company frequently recognized for their engaging culture and innovative people practices.

Previously, Diane co-founded the strategic business consultancy Whole Strategies. She has held senior leadership roles at McStain Neighborhoods and Level 3 Communications and has more than 20 years of strategic human resources experience at Fortune 500 companies, including YUM! Brands and Macy's.

Diane graduated with a Bachelor of Arts from Towson University and received her Master of Science from Johns Hopkins University. She is certified in the Paterson StratOp® and LifePlan® processes, which were used extensively during her tenure at OtterBox to drive exponential growth and success.

Diane's areas of experience and expertise include Strategic Planning, Organizational Structure and Design, Culture Integration, Performance Management, Total Rewards, Communications, Diversity and Inclusion, Recruitment and Selection, Leadership Development, Training Design and Delivery, Executive Coaching as well as Mergers and Acquisitions.

Diane is also certified in the DiSC, Emergenetics®, and Myers-Briggs Type Indicator (MBTI®) assessments that are used to improve team dynamics and maximize effectiveness. Diane has completed the ACTP Transformational Coaching Program with Blue Mesa Group and is pending certification as a professional coach with the International Coaching Federation.

She enjoys traveling with her husband David and hiking in the foothills with their pups, Hilo, Kahu & Kailua. She is passionate about theatre and the arts and serves on the board of the Boulder Ensemble Theatre Company. Diane also serves on the boards of the Denver/Boulder Better Business Bureau Trust and Hunger Free Colorado.

Dick Tibbits, PhD

Dr. Dick Tibbits has worked in hospital administration for more than 25 years. He served as Chief Operating Officer at Florida Hospital Tampa (a 500 bed hospital), Chief Operating Officer at Loma Linda University Medical Center - Murrieta (a teaching hospital), Chief People Officer (Sr. VP for HR) at Florida Hospital Orlando (over 15,000 employees), Chief Learning Officer also at Florida Hospital Orlando, Vice President for Innovation and Health at Celebration Health (a unique partnership between Florida Hospital and the Walt Disney Co.), and Vice President for Operations at Kettering Medical Center in Dayton, OH.

Dr. Tibbits has his doctoral degree in psychology and is a licensed professional mental health counselor. He is also a researcher and the author of 5 books that have been translated into 4 different languages.

His most recent book is entitled “The Stress Recovery Effect.” He is a sought after speaker who has spoken at Harvard Medical School, The Mayo Clinic, The National Institute of Health, Stanford University, Duke University, The International Conference on Stress as well as many other national conferences and universities around the country. He has also presented his work internationally in England, Switzerland, Australia, New Zealand, Canada India, Hong Kong and the Philippines.

Dr. Tibbits is currently focusing on what he truly enjoys: helping others perform at their best. He now serves as both an executive coach to corporate leaders as well as a performance coach to some of the worlds premier motorsport racers. His passion is to translate the latest research into applied best practice.
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