



Dan Coombes

Dan has proven expertise in executive coaching from the frontline to senior leaders, organizational development and leadership development, drawing on a series of leadership roles in Sales, Marketing and Operations. Dan has had enterprise-wide responsibility for leadership development and executive coaching for a rapidly growing, global Fortune 500 company with over 22,000 employees. In this role, Dan partnered with leaders in all functions, world areas, and levels, from the frontline to the C Suite, to design and deliver global initiatives to build the talent pipeline and enhance capabilities of individuals, teams and organizations.

Areas of Expertise:

- Executive coaching and leadership development - from the frontline to senior leaders
- Competency and personality assessments - to increase self-awareness and drive development
- Succession planning – process design and management of top talent
- Team effectiveness initiatives - design and facilitation
- Organizational cultural assessments - combined with OD initiatives, to enhance employee engagement and organizational capability
- Regional and global learning initiatives - design and facilitation

Representative Client Engagements:

Dan combines his extensive understanding of the complex business environment and the inherent challenges of influencing with humor, warmth, active listening, and a results-oriented style. He provides support and guidance while holding leaders accountable to their goals and broader leadership vision. Clients cite Dan's prior management experience as a valuable asset to his coaching work and compare it to having a trusted advisor focused on their personal success.

- Coached a Finance Lead to become a more strategic business partner and establish career goals. The executive was promoted to Vice President and Finance Lead for the Technology function.
- Coached a Regional Business Director with over \$1 billion in sales to successfully assimilate from a different industry resulting in increased sales, improved peer relationships, and designation as a high-potential candidate for the C-Suite.
- Coached a school administrator to enhance relationships with the staff and School Board. Feedback from stakeholders reported that more collaborative behaviors are being sustained and relationships have improved.
- Coached a senior leader regarding strained relationships with direct reports and peers. As a consequence, empathy and listening skills were enhanced resulting in much improved relationships, as measured by a post-engagement survey.

Client Types/Levels of Experience:

- CHRO-VP-Director-Manager
- COO-Company President
- CFO-Chief Strategy Officer-CTO-CIO-Functional Leadership Teams
- CCO-Regional President-Regional Leadership
- High-potential Future Leaders-Managers-Directors

Industry/Functional Experience:

- Agriculture
- Forestry
- Education
- Human Resources
- Organizational Development
- Sales
- Marketing
- Operations

Professional/Corporate Experience:

- Global Leadership Development Lead
- US Commercial OD/Training Manager
- US Customer Operations Leadership Team
- Southern US Marketing Lead
- Sales Manager

Cultural/Multi-National Experience:

- Strong partnerships with senior leaders, leadership teams and HR/Talent Management in all businesses and world areas
- Frequent international travel to implement and monitor global programs
- Facilitated many intercultural competence and harassment sessions

Assessments/Certifications:

- Executive Coach; Linkage Inc.
- Lee Hecht Harrison Coaching Model
- Five Behaviors of a Cohesive Team® accredited facilitator; Wiley/The Table Group
- 360 Feedback; Center for Creative Leadership
- Leadership Agility 360; ChangeWise
- Navigating Cultures; Language & Culture Worldwide, LLC
- DiSC Styles Assessment; Wiley

Education:

- B.S., Forestry and Resource Management, University of California, Berkeley CA
- M.O.B., Benedictine University, Lisle IL;