



Harriet Hall

314-707-4750

harriet@breakthroughROI.com

Harriet Hall has specialized in leadership development, team and interpersonal effectiveness, and strategic career management for over 18 years. Supporting individuals and organizations with individual executive coaching as well as the design and delivery of engaging development training and presentations, Harriet has been recognized for her excellent coaching, facilitation, presentation, problem-solving, and communication skills. Harriet

has helped leaders and high potential individual contributors in various industries develop greater clarity and skills that impact individual and organizational success. She is qualified to administer and interpret various career management tools including the Myers-Briggs Type Indicator® (MBTI), Hogan Leadership Forecast Series (Hogan Assessment Systems), Profiler® (Personnel Decisions International), Benchmarks® and 360 by Design® (Center for Creative Leadership), and DiSC®. Harriet is also certified to deliver Situational Leadership II® and the ELI® Civil Treatment® Series and holds a Master of Social Work degree from The University of Oklahoma.

Business/Organizational Leadership Experience

After early career successes in community mental health settings, Harriet transitioned to helping people in business environments. Harriet has served leadership roles from Director to Vice President in various fields including mortgage banking, managed mental health care, and human resource consulting including positions with Personal Performance Consultants, Inc., Merit (now Magellan) Behavioral Health Care, North American Mortgage Company, and Drake Beam Morin, Inc. For 18 years Harriet has co-owned a successful small human resources consulting business. In addition to her roles in business, Harriet has served in numerous volunteer leadership capacities. She is currently the Moderator of the Nicaragua Community Partnership of the Presbytery of Giddings-Lovejoy.

Coaching Value Proposition

"What lies behind us and what lies before us are tiny matters compared to what lies within us."

--Ralph Waldo Emerson

Harriet believes that when fueled by enhanced awareness of "what lies within us" – our values, motivations, talents and strengths – individuals can develop and sustain new behaviors and skills that have positive impacts on business results, personal effectiveness and satisfaction.

A representative list of coaching engagements and clients:

Harriet has provided coaching in a wide range of industries including financial services, pharmaceuticals, bio-technology, consumer products, and legal services. Examples of coaching engagements and clients include:

- VP, Bio-tech Strategy; Coaching focused on improved communication and collaboration skills. Specific challenges around forming a new team working from various locations. Outcome: Improvements in team's effectiveness and eventual inclusion of the leader in a significant corporate change initiative.
- SVP, Government & External Relations; Coaching focused on improved working relationships with other members of senior leadership as well as more effective inclusion of key stakeholders in decision-making. Outcome: Broader participation in key decisions impacting this leader's functional area and significantly improved relationships.
- Senior Operations Lead, Bio-tech; Coaching focused on dealing effectively with peer conflict and self-management strategies. Provided support and change management strategies during significant organizational transition. Outcome: Leader developed more effective strategies for managing stress and effectively facilitated office moves and other transition issues.
- Emerging Leaders, Financial Services; Following Leadership Assessment Center observations, provide on-going coaching to support preparation and implementation of development plan. Coaching frequently focused on developing strategic thinking skills.
- Director level, Pharma Research; Coaching focused on clarifying career direction, confidence in managing others and improved presentations. Additional emphasis on managing cross-culturally due to international project implementation timeline and significant cultural challenges. Outcome: The leader effectively led the successful implementation while gaining greater confidence and commitment as a leader.