Steve Camkin

PROFILE

Over 20 years international experience as a Senior Leadership and OD Development Professional working with C-level to front-line employees in 20+ countries. Management experience in a range of contexts. Strengths: leadership and talent development, interpersonal skills, teamwork, change,

organizational culture, Engagement, O.D., consulting, instructional design, facilitation, coaching.

**SELECTED ORGANIZATIONAL ENGAGEMENTS**

Home Depot, Blue Cross, BWPO, Mass General Brigham, MD Anderson, Medtronic, Smiths Group,

Amalgamated Banks of South Africa, Bank of America, Barclays, BP, Center for Creative Leadership,

Disney, FAST Technology, HP, Honeywell, Kingdom of Saudi Arabia Ministries, Navajo Nation,

PayPal, N. Z. Dept. of Māori Affairs

PROFESSIONAL EXPERIENCE

**Director, Three Peaks Consulting LLC** 2009-Present

Three Peaks is a leadership development firm providing services at the individual, team and

organizational levels. Served, or am serving, on global design and delivery and coaching faculty teams for B.P., Barclays, Center for Creative Leadership, Smiths, and Hemsley-Fraser.

*OD, Consulting, Learning Design and Delivery- selected engagements*

* Facilitated competencies selection for talent management system at health-care & tech companies.
* Presentation skills coaching for tech teams prior to proposal pitches.
* 1:1 virtual coaching for tech and IT staff -mindset, time and stress management, leadership transition
* Platform based 1:1 & group coaching on presentation skills. Made recommendations on coaching process improvements and onboarding process for new coaches.
* Facilitator/lead designer for a multi-module, integrated blended-learning curriculum for senior leaders of Saudi Government Ministries (1400 participants across three levels of leadership).
* Facilitated and consulted on a company-wide safety-culture initiative. Incorporated neuroscience, positive psychology, stress-management, and cognitive-behavioral change principles. Redesigned & adapted program to a blended approach for office and support staff. Major CA utility.
* Designed a realistic job preview simulation for a utility company (627% ROI).
* Facilitated global “Discover BP” onboarding programs and other IC-Senior Leaders skills workshops
* Refreshed facilitator manual and onboarding processes for an insurance company.
* Needs Analysis project for a global leadership curriculum refresh. Fortune 10.
* Design/facilitation of a12-month “Disruptive Leadership” development process for a global tech company combining a five-day adventure-based program in Iceland with online/action learning.
* Fortune 10. Co-design/facilitation of a three-country joint venture, multi-billion-dollar, capital

project re-launch event. Facilitated custom workshop to improve alignment of customer service for a global supply chain. Co-designed/facilitated a global security conference in Mexico. Piloted Ethical Leadership program for Executive to Director level. Introduced force-field analysis activities, peer

coaching, and theme reporting to CEO to reduce cultural barriers.

* Facilitated on-line ‘Executive-Speaking’ workshops for junior-senior-level managers. Provided

re-design recommendations for program upgrades. Facilitated multi-day workshops for year-long senior and executive leadership processes for Fortune 100-500 companies.

* Integrated mentoring best practices into design of a global on-line mentoring support tool.
* Assessed, recruited, managed a talent pool of 11 adjunct external leadership coaches.
* Designer/behavioral observer at leadership assessment centers over a 4-year period for Disney.

**Global Organizational Effectiveness Specialist, Micron Technology** 2006-2009

Supported Business Partners and functional units (Manufacturing, Operations Planning, Sales, IT) & OE initiatives with coaching, instructional design, facilitation, strategy, and change management of projects e.g. Performance Management System rollout, cycle time reduction, quality improvement)

* Steered development of the company’s leadership competencies platform through approval by

Executive Team. Re-aligned curriculum offerings to a new leadership competency platform. Integrated competencies into talent management system-hiring, development, succession, P.M. processes.

* Facilitated Promotion Review Boards. Facilitated strategic planning workshops for Business Units.
* Developed global change workshops and supported communication planning for a 55% R.I.F.

**Senior Manager- Global Leadership & Learning**, **Seagate Technology** 2003-2006

Supported global HR and OD strategy through design and implementation of leadership &

management development initiatives for a $7.6B+ revenue company with 44,000+ employees.

* Created global SWOT & Center of Excellence processes to leverage organizational learning.
* Re-structured global delivery model from geography-based to a virtual centers of excellence model.
* Led global product teams that designed: a global blended-learning leadership curriculum;

a web-based leadership transition tool; and global mentoring matching and support tools.

* Managed 19 global direct and indirect reports delivering Leadership Development efforts.
* Led two implementation teams that launched global web-based employee engagement surveys with 95% and 96% participation rates. Led team that managed LMS.

**SELECTED ADDITIONAL LEADERSHIP EXPERIENCES**

Leader/participant on numerous multi-sports adventure expeditions on all 7 continents. Climbed the “Seven Summits” including Everest (2005-2015).

Chief Instructor Outward Bound-professional development, differently abled & Vietnam Vets courses

Search & Rescue Team member; Australian Regular Army; N. Z. Army Reserve

**PUBLICATIONS**

2021 Finding Resilience: Lessons learned while lost in the Borneo jungle.

2016 High Altitude Leadership: Small steps to get you to the top of big mountains.

2008 The Relationship between Spiritual Well-Being and Employee Engagement.

**SELECTED BUSINESS CERTIFICATIONS AND ADVANCED TRAINING**

* Measuring ROI in Training and Other Performance Improvements
* Integral Coach (15-month certification)
* Internal Consulting Skills; Appreciative Inquiry; Project Management; Six Sigma (Brown Belt)
* Instructional Module Design & Criterion Referenced Instruction (10 days)
* Virtual Facilitator (BP; Hemsley-Fraser; Executive Speaking, Valor); MS Office
* Assessment tools (Hogan, StrengthsFinder, Lominger Competencies, Emotional & Social

Competence Inventory, 360 tools, LiFo, DISC, Situational Leadership, Social Styles, Conflict Modes, Listening Styles, Leadership Styles/Climate); Courageous Conversations

* Performance Management; Building Healthy Teams (8-part curriculum), ADKAR
* Strategic Leadership, Mid-level Managers Course & First Line Supervisor Curriculums

EDUCATION

**B.A.** Government and HistoryUniversity of New South Wales, Australia

**Graduate Diploma** EducationUniversity of Canberra, Australia

**M.A.** Organizational Development Fielding Graduate University, California

**Ph.D.** Human & Organizational Systems Design Fielding Graduate University, California