

DAVID J. KREISCHER

1322 West School Street #1
Chicago, Illinois 60657

(773) 727-6853
dkreischer@higginskreischer.com

CAREER SUMMARY:

- Experienced executive and career development coach who specializes in helping senior executives and high potentials address career and business building issues.
- Created and utilizes the Individual Talents Analysis and a process for Creating Careers That Count to assist clients increase their market relevance.
- Teaches MBA courses on leadership effectiveness, leading change and career building and serves as a trustee for the Adler School of Professional Psychology.

WORK EXPERIENCE:

HIGGINS KREISCHER & ASSOCIATES, Chicago, IL

2001 – Present

Managing Partner

As a founder, developed business and practices for coaching and counseling clients – ranging from high potentials to top executives – on strategies for increasing their individual, team and organization market relevance.

BAIOCCHI ASSOCIATES, Chicago, IL

1996-2001

Senior Partner

- Coached and counseled clients on leadership effectiveness and career transition issues.
- Co-created and co-delivered Baiocchi Institute for Executive Education.
- Established Individual Talents Analysis as key to leadership and career development.

CITIBANK, New York, NY

1976-1996

Vice President, Senior Training and Development Director

1990-1996

Coordinated training and development across all US consumer banking business and served as primary liaison with the European Consumer Bank training community. Responsible for 140 trainers and a \$14 million budget serving 500 branches and 12,000 employees.

- Launched a “national people strategy” designed to create a culture which fostered increased sales through building stronger and deeper relationships with target customers.
- Transformed traditional, classroom-based training functions to support new business strategy by introducing “performance improvement consulting” and on-site electronic learning.
- Created Citibank Leadership Survey which included “360° feedback” methodology.
- Designed and chaired the Citibanker Development Operating Committee comprised of U.S. and European training directors which set training priorities and directed the rollout of major programs.

Vice President, Director of Training and Development – Citibank

1984-1990

Responsibilities progressed from Vice President, Training and Development for Citicorp Savings of Illinois to Vice President and Director of Executive Development Programs, Citicorp Executive Development Center in St. Louis, MO to Vice President and Director of Training and Development for the Real Estate and Business Banking Group in New York City, NY.

- Installed a “10-Step Sales Management Process” for residential and commercial real estate, business and professional and dealer finance businesses.
- Led the design, development and implementation of a 4-week residential program entitled “The Management Associate Development Program” for classes of 40-120 management trainees which received an overall satisfaction rating of 96%.
- Instituted an Employee Involvement Program via 15 quality circles which, during the first year, resulted in over 30 ideas generated and an employee attitude survey with a 92% response rate.

FIRST FEDERAL OF CHICAGO, Chicago, IL**1976 – 1984**

The largest Savings and Loan institution in Illinois, acquired by Citibank in 1984.

Human Resources Director

- Recruited as Training and Development Manager and progressed to Human Resources Director. Managed a budget of \$7 million.
- Originated the concept of “Human Resources Field Representative” which helped the organization maintain morale and productivity during a significant downturn in business.
- Introduced Management Development Center which was used to assess branch manager readiness and provide developmental feedback.

SYBRON CORPORATION, Paramus, NJ**1968-1975**

A worldwide conglomerate providing specialty chemicals and custom engineered process equipment to industry and municipalities.

- Began as Corporation Management trainee in Sales/Marketing and progressed to Division Employee Relations Manager and ultimately acting Human Resources Director.

EDUCATION:

Certificate of Psychotherapy, Alfred Adler Institute, 1986

M.A., Counseling and Guidance, New York University, 1973

Management Internship Program, American Management Association, 1968

B.A., History, Macalester College, 1967

ACADEMIC LEADERSHIP EXPERIENCE:**LAKE FOREST GRADUATE SCHOOL OF MANAGEMENT****1991-Present***Adjunct Professor***ADLER SCHOOL OF PROFESSIONAL PSYCHOLOGY****2005--Present***Member, Board of Trustees***PUBLICATIONS:**

Co-author of “*StraightTalk Coach*” bulletins on leadership and career development issues. 2002-Present

Co-authored “*Performance Appraisals*,” a chapter in Influencing People in Organizations by Harry Wilkinson, Harcourt Brace Jovanovich, Publishers, Fort Worth, TX, 1991

Authored an article entitled “*Collaboration & Productivity*” published in *The Individual Psychology Reporter*, 1991.