

EDUCATION & CERTIFICATIONS

Ed.D.– Organization & Leadership	Columbia University Teachers College
M.Ed -- Instructional Design	University of Massachusetts
M.B.A. – Organizational Behavior	Boston University
B.S. – Psychology, Spanish	Tufts University

Certifications:

- Professional Certified Coach (PCC) - International Coach Federation
 - Certified Professional Co-Active Coach (CPCC) – Coaches Training Institute
 - The Leadership Circle Profile 360 Survey: 2008
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PROFESSIONAL EXPERIENCE

Art Shirk Consulting (www.artshirk.com) -- 1999 to present

Principal, Organizational Learning & Leadership Consulting

Provide consulting and coaching services to executives and leadership teams from small to large organizations. Clients include Bristol-Myers Squibb, State Street Research, AT&T, Fidelity Investments, Coaching Hall International (Bogotá, Colombia), Coaches Training Institute. Services include:

- Leadership and organization development
- Organizational learning and knowledge management
- Design and facilitation of team processes to support visioning, strategic planning, and change
- Performance consulting, needs assessment, and measurement
- Skill development in broad range of professional areas
- Facilitation of creative team learning and strategic planning

Coaches Training Institute, San Rafael, California – October 2006 – January 2008

Vice President of Product Design and Senior Faculty Member

- Lead new product conceptualization and design efforts.
- Played lead corporate consulting role for clients including Royal Bank of Canada, Cargill International, Northrop Grumman Corporation, W.L. Gore, National Multiple Sclerosis Society, and others.
- Lead program facilitation efforts for corporate accounts and pilot programs.
- Products include *Internal Co-Active Coaching Curriculum*, *Quest: A Leader's Journey*, *Talent Champions*, *Co-Active Leadership*
- Lead full co-active coaching skills curriculum and co-active leadership program.

Princeton University, Princeton, New Jersey January – December 2004

Senior Director, Learning & Leading, Office of Human Resources

- Served one year contract to establish a leadership development and coaching function for administrative and academic leaders across campus.

Fidelity Investments, Boston, Massachusetts – 1994-1999

Vice President, Learning & Communications, Retail Investor Services (1997-1999)

- Provided strategic leadership to training delivery function based in five sites across the country (71 employees), and central solution design and development teams (35 employees). Worked with executive management team to define strategic directions. Led program design and all aspects of training delivery including operations, systems, facilities, capacity planning, staff development, measurement and reporting. Led employee communications function. Audience included 3500 call center employees and managers in a range of business functions.

Director, Learning & Development, Tax-Exempt Services Company (1994-1997)

- Established and directed the company's learning function. Planned and built infrastructure to assess skill needs, design instructional solutions, deliver programs, and measure results. Audiences included call center personnel, client managers, and transaction operations staff based in Massachusetts and Utah, and sales representatives located in sites throughout the United States.

Digital Equipment Corporation, Maynard, Massachusetts – 1989-1994

- As *Business Manager, Information Design and Consulting*, directed instructional design projects for Customer Services division, international sales operations, and external customers requiring customized training solutions. Managed approximately \$7 million in internal projects annually. Managed team of instructional designers, technical writers, graphic designers, and project specialists.
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CLIENTS

Belcorp, Lima Peru: 2011: Led top executive team and 75 top leaders through 8 month leadership development process.

Duluth School District: January 2010: Lead seminar in leadership development and provide coaching using the Leadership Circle Profile 360 tool.

Coaches Training Institute: 2004 – present (in addition to working on staff): Provide instructional design support for range of coaching and leadership development projects. Act as lead corporate consultant for leadership development and internal coaching for engagements including:

- Cargill International: June – August 2009: Design and delivery of coaching for leaders program, and international talent development strategy.
- Royal Bank of Canada: September 2008 – September 2009: Design and delivery of Performance Enablement Champions program to enable organizational leaders to foster developmental climates for employees.
- Northrop Grumman Corporation: 2007-2008: Design and implementation of comprehensive internal coaching development strategy.

Pathways Health Center: 2008-2009: Design and facilitate Board of Directors Strategic Planning Process.

Shattuck Hospital: 2008-2009: Design and facilitate Board of Directors Strategic Planning Process

Fidelity Investments: 2003-2007: Design of range of employee development programs and executive coaching.

Brystol Myers Squibb: 2003-2005: Design and facilitation of range of leadership development, instructional design, and organization development projects.
