**Coach Overview:**



Kris coaches people to be more fulfilled and more effective in their work. She comes to coaching with a mix of insight, intuition, experience and humor, which allows her to help her clients define their purpose and ensure they are leading lives from a place of authenticity. Her talents in assessing strengths and helping her clients to leverage them, identifying gaps and getting to the true underlying questions have allowed her to successfully work with clients to drive the changes they really want.

Kris has over 18 years of Coaching, HR and OD leadership experience in large, mid-size and small organizations. She has worked with leaders at several Fortune 500 organizations in a variety of industries, including technology, medical device, financial services, food and industrial product manufacturing, healthcare and professional services firms. Kris has a BA in Psychology and Organizational Communications, an MA in Industrial Relations and Human Resources Management. In addition, she is a certified professional coach through The Coaches Training Institute, an accredited Coaching Organization and an industry leader in coach training.

**Key Focal Areas:**

* Engaging and focusing high potential leaders
* Personal purpose and presence
* Impact and influence
* Helping leaders get results

**Representative Client Engagements:**

* Coached Executive Vice President for Fortune 100 financial services organization on building successful relationships
* Led leadership workshops for High Potential Leaders; coached participants in High Potential Leader program to facilitate their personal and professional growth
* Coached Senior Director of Marketing for large medical device company to improve leadership presence and relationship building capacity
* Coached Director of Quality Assurance at pharmaceutical manufacturing organization to build strategic thinking and people leadership capabilities and to increase ability to respect multiple perspectives
* Delivered 360 feedback to senior leaders of large financial services organization to deepen their understanding of strengths and development areas and facilitated the building of meaningful, achievable action plans

**Representative Client Organizations:**

|  |  |  |
| --- | --- | --- |
| Medtronic | Cargill | US Bank |
| Microsoft | Boston Scientific | Express Scripts |
| Thompson Reuters | Citibank | Marsh McLennan |

|  |
| --- |
| **SUmmary** |

Leadership Coach and Senior Organization Development Consultant experienced in working with individuals and groups to be more effective, designing and launching successful organization-wide leadership programs and facilitating engaging developmental experiences. Key strengths include:

* Helping individuals get results
* Engaging and motivating high potential leaders
* Assessing strengths
* Conceptualizing innovative designs
* Collaborative implementation
* Exceptional facilitation

|  |
| --- |
| **Professional experience** |

**INDAHL CONSULTING, MINNEAPOLIS, MN 2009-present**

**Leadership Coach**

*Work with individual leaders to achieve personal and organizational goals.*

* Coach Director + high potential leaders towards greater work fulfillment and effectiveness by challenging assumptions, asking questions, providing feedback and promoting self reflection.
* Deliver meaningful feedback leading to realistic action plans by conducting and synthesizing 360 feedback assessments and interviews with bosses, peers and direct reports.
* Facilitate achievement of desired results by helping leaders better understand their personal impact, and by working with them to think through issues or opportunities and discover for themselves effective options.

**LEE HECHT HARRISON, MINNEAPOLIS, MN 2008-present**

**Executive and Career Coach**

*Provide individual and group coaching to mid and senior level professionals.*

* Coach leaders inside organizations to help them be more effective in their work.
* Facilitate successful job searches for clients in transition through effective coaching tactics.
* Deliver impactful workshops to build interviewing, networking and resume development skills through engaging facilitation
* Consistently receive exceptional feedback from clients reflected by high evaluation ratings conveying that coaching and training delivery was critical to their success in current role and in landing a new position.

### MEDTRONIC, MINNEAPOLIS, MN 2003 - 2009

**Senior HR Program Manager, Corporate Leadership Development Rotation Program** (2005-2009)

*Managed global high potential rotation program for this market leading medical device organization.*

* Designed, developed and implemented Medtronic-wide international rotation program which resulted in attracting and retaining exceptional performers from top MBA schools.
* Provided meaningful development opportunities including stretch assignments, leadership workshops, mentoring and coaching within Marketing, Operations, Finance, HR, IT, Clinical and Regulatory functions, which led to accelerated development of high potential early leaders.
* Designed and led leadership retreats which increased awareness and development of key leadership characteristics including servant leadership, avoiding career derailers, and knowing your purpose as leader.

**Senior HR Manager, Cardiac Rhythm Disease Management CRDM** (2003-2005)

*Senior Generalist for largest Medtronic Marketing function.*

* Leveraged organization change best practices during major restructuring initiative resulting in high levels of employee engagement and minimized disruption of work activities. Established executive and cascading sponsors, obtained buy-in and celebrated early wins. Maximized organization effectiveness by ensuring the right people were in the right jobs.
* Coached Marketing leadership team (VPs, Directors and Managers), creating a high performance work environment. Coached individual leaders on personal effectiveness, as well as how to successfully approach talent acquisition, talent management and performance issues.
* Facilitated key offsite meetings and workshops which ensured engagement and alignment and resulted in higher impact performance.

### *e*BENX, Inc., Minneapolis, MN 2000 - 2003

**Director, Training & Organization Development**

*Led Learning and Development function and staff of four for 350 person e-service organization.*

* Led OD and Training function to successfully deliver against key business initiatives across the organization. Provided technical, functional and managerial training and development.
* Assessed organization’s total talent pool and identified successors for key positions by creating a leadership competency model and succession planning process and tools.

### WELLS FARGO HOME MORTGAGE, MINNEAPOLIS, MN 1998 - 2000

**Senior Manager, Human Resources**

*HR Consultant for eight Service Centers across US. Managed leadership hiring, OD projects, job and organization design, and employee relations.*

* Selected for critical cross-functional work team tasked with creating customer-centric business culture. Defined desired culture, redesigned jobs and organization structure to ensure resolution of customer issues within 24 hours.
* Revamped compensation programs to incent desired behavior, ensured sourcing and staffing activities aligned skills to new jobs and culture, and aligned training at key stages of designated career paths.

**CITIGROUP, INC., New York, NY**  **1996 - 1998**

**HR Management Rotation Program Associate**

*Completed the following assignments as participant in HR Leadership Development Rotation Program.*

**Generalist, Bankcards, Sioux Falls, SD** (1997-1998)

* Identified and drove critical HR activities to support the transition of Transaction Services (500 employees) to two different Citibank sites out of state. Successfully deployed all impacted employees using talent assessments, reskilling workforce and leveraging change management best practices.

**Assessment and Selection Project Manager, Consumer Bank Germany, Düsseldorf, Germany** (1997)

* Led HR team to design and launch five full-day assessment centers for Branch Managers, Assistant Branch Managers, Customer Service Representatives, HR Generalists, and Management Associates. Delivered new selection process, assessment tools and observer training which significantly increased the quality of candidates selected and decreased time to hire.

**HR Generalist, Corporate Bank, New York, NY** (1996)

* Managed employee communications for 750 IT employee outsourcing initiative. Participated on RFP review team to determine outsourcing vendor and ensured impacted employees received fair, timely and effective communication.

**ACCENTURE, Minneapolis, MN,** **1994 - 1995**

**Change Management Consultant**

*Delivered organization change programs for various large and mid-sized companies to increase resiliency, improve communication effectiveness and transfer critical knowledge to key stakeholders.*

* Created resilient workplace at *Norwest Mortgage, Inc*. by integrating effective change management practices into business culture.
* Reengineered Human Resources function at *American Express*. Presented key inefficiencies and delivered a tactical plan for integrating quality into the proposed organization.
* Selected as Instructor for three week entry-level course for new Change Management staff at St. Charles Center for Professional Education.