



KATHY SULLIVAN

CONSULTANT & EXECUTIVE COACH

SUMMARY

Kathy is Principal and Owner of Talent Principles LLC. She is a business consultant and executive coach, supporting clients to improve organizational performance by providing solutions at the individual, team and organizational levels. She provides strategic guidance, driving positive organizational change through people, processes and systems. Kathy facilitates the alignment of business strategy with talent, utilizing effective OD strategies, to improve overall performance.

Kathy has coached leaders at all levels of the organization from high potentials and newly promoted managers, to executive leaders. She utilizes an effective coaching framework, and facilitates the creation of actionable goals that drive positive behavioral & organizational change, while improving accountability. Her personable approach allows her to establish trust quickly with clients. Kathy takes time to understand individual motivators, aligning them with desired outcomes, resulting in highly satisfied clients.

CONTACT

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TALENT PRINCIPLES

EDUCATION/CERTIFICATIONS

- Executive Coaching Certificate, Weatherhead School of Management, Case Western Reserve University
- Board Certified Coach, Center for Credentialing & Education
- Master Degree- Organizational Management, University of Phoenix
- Bachelor Degree- Food & Hotel Management, RIT
- Associate Degree – Business Management, SUNY Broome
- Talent Development & Succession Planning Certificate
- Wiley Authorized DiSC® Partner & Facilitator
- Korn Ferry Certified – Emotional & Social Competency Inventory
- Past Certified Trainer - Crucial Conversations, Vital Smarts

EXPERIENCE

- 20 years business operations, strategic human resources leadership, coaching and management consulting experience- influencing and interacting with all levels including executives and boards
- Extensive experience developing and successfully executing talent management strategies to attract, onboard, develop and retain employees to achieve business objectives
- Experience in high-tech (global), engineering, healthcare, professional services, non-profit, publicly traded, and matrixed environments
- Demonstrated skills in business acumen, strategic and systems thinking, decision making, communication and conflict resolution
- Expertise in leading with emotional intelligence, leadership program development, process improvements, large-scope project management and leading organizational change initiatives

COACHING EMPHASIS

- Leadership development
- Strategic decision making
- Time management and prioritization
- Leadership transitions
- Executive presence and improved communication
- Women's leadership and advancement
- Emotional intelligence leadership

NOTABLE ACHIEVEMENTS

- Notable Women in Education Award Recipient, Crain's Cleveland Business 2019
- HR Excellence in Organizational Development Award Recipient, ERC Cleveland 2015
- Soroptimist International of Cleveland Nonprofit for Women - Charter Member and Program Chair
- University of California, Irvine – HR Advisory Board Member, Business & HR Certificate Online Instructor
- Keynote Presenter on Leadership and Creating Positive Change