



Christie is an executive coach with a broad base of experience in leadership development, coaching, training, marketing and business development. Prior to becoming a coach and consultant, Christie worked in sales and marketing for a division of Tyco International. She also served as Learning and Development Manager for Simplex Healthcare with responsibilities including effective onboarding, employee engagement, and leadership development.

Christie's action oriented brain based coaching style encourages her clients to push their growing edges to accelerate performance and reach their leadership potential. She understands that each leader and organization are unique. Clients can expect a supportive, creative approach coupled with *just enough* challenge to keep things interesting while laser focused on the learning agenda.

A sample of organizations served: Tractor Supply, Walgreens, VF Imagewear, Sony Music, MARS Petcare, Bridgestone, Genesco, Schneider Electric, HCA, NES, Brookdale Senior Living, Pillsbury Law, Hill-Rom, KPMG, Parsons Corp, Vanderbilt Medical Center, BMG, Nashville Soccer Club, Ingram Industries, Viacom Media, Sarah Cannon, Metro Nashville Airport Authority, VACO, Core Civic.

#### Sample of Coaching Focus Areas

- Executive Presence
- Influence
- Conflict Management
- Strategic Thinking
- Communication skills
- Building and Leading High Performing Teams
- Change Management
- Emotional Intelligence and Interpersonal Effectiveness
- Strategic Prioritization, Delegation and Decision Making
- Coaching Skills
- Leadership Development

#### Industry Coaching Experience

- Civic, Non-Profit and Membership Groups
- Construction and Building Materials
- Consumer Product Manufacturing
- Consumer Services
- Corporate Services
- Energy and Environmental
- Financial Services
- Hospitals and Healthcare
- Industrial Manufacturing and Services
- Entertainment/Media
- Retail

### **Key Highlights of Experience and Impact**

- Head of Executive Coaching for Belmont University, Center for Executive Education. Developed coaching division to enhance leadership development program offerings. Since its inception, designed and managed over 250 Executive Coaching engagements for client organizations and for the Executive Leadership Experience Development Program (targeted from high potential mid-level to C-Suite leaders). Served as executive coach, as well as, oversaw executive coaching team.
- Created and facilitated, Fusion, a Women's Leadership Development Program for 5 years. Over 22 Nashville area organizations participated by sponsoring women leaders to participate in the program.
- Former co-host/producer of a weekly live talk-radio show airing in 28 states. Booked and interviewed preeminent minds in Human and Organizational Development along with leaders in both non-profit and corporate entities.
- Belmont University's Massey School Distinguished Graduate Award 2019; Nashville Business Journal's Woman of Influence Award 2020, Nashville Post's In Charge Award 2021, 2022, 2023 & 2024



## Representative Coaching Engagements

- *Five Regional Vice Presidents*. Fortune 50 retail pharmacy company each responsible for over \$50m+ and 3k+ employees. Focused on cultural transformation, strategic decision making, collaborative leadership, and coaching skills.
- *CEO* of national senior living organization. Provided coaching support during time as COO in preparation to become the CEO as part of succession plan. Implemented coaching post transition into the CEO role to support assimilation into the new role. Focused on building capabilities of the new ELT, Board and Owner relations, shifting in leadership approach to encompass an enterprise perspective.
- *CFO* of national law firm. Focused on development of C-level competencies ( interpersonal effectiveness, strategy, enterprise perspective and influence) in preparation for succession into COO role.
- *Divisional President* of largest national provider of senior living solutions. Implemented executive assessment and feedback process for the purpose of development planning. With support of CEO and CHRO, the focus was on high level leadership competencies to drive the business and improve team effectiveness through influence and accountability measures.
- *Multiple Directors* of Global company with annual sales of over \$33 billion. Implemented coaching engagements based upon company competencies and values. Focused on targeted leadership development and transition support into new leadership roles. Behaviors targeted include: building a team, managing vision and purpose, composure and effective communication.
- *Senior Administrative Officer* of nationally recognized Vanderbilt Medical Center (21k+ employees) during leadership transition and team reorganization. Improved individual leadership abilities which led to increased team effectiveness and division productivity.
- *Managing Partner* of publicly traded consulting firm responsible for \$40m and 130 employees. Focused on leadership presence, influence, communication skills, and strategic prioritization

## Professional Experience

- CB Consulting, Principal, Executive Coach (est. 2007)
- Belmont University, Center for Executive Education, Head of Executive Coaching & Executive Coach
- BPI Group (Global Management and HR Consulting Firm), Senior Consultant/Executive Coach
- Simplex Healthcare, Learning and Development Manager
- TYCO International, National Accounts Sales Manager

## Education & Certifications

FIELDING GRADUATE UNIVERSITY, Evidence Based Coaching Certification, International Coach Federation Accredited. Credits apply toward PhD in Human and Organizational Development.

NEUROLEADERSHIP INSTITUTE, Brain Based Coaching Certification

CASE WESTERN RESERVE UNIVERSITY (WEATHERHEAD SCHOOL OF MANAGEMENT), Weatherhead Executive Coach Certificate (Emotional Intelligence/Intentional Change Theory)

BELMONT UNIVERSITY, Master of Business Administration (MBA)

UNIVERSITY OF TENNESSEE, Bachelor of Science in Business Administration

- International Coach Federation, PCC (Professional Certified Coach) / Career Coach Institute Certification
- Authorized Partner of Everything DiSC and Five Behaviors of a Cohesive Team
- Certified Administrator of HOGAN Leadership Assessment, MBTI Step I and II, Strong Interest Inventory
- Certified Administrator of OSI's (Organization Systems International) Polaris 360 Instrument
- Trained in Facilitated 360 Interviewing and Qualitative Data Assessment
- Trained as TN Supreme Court Rule 31 Mediator and "Circle Process" Group Facilitator
- Completed "Effective Negotiations" course based on Harvard University Program