

# JOSEPH HILL, Ed.D.

## Executive Leadership & Organizational Development Expert

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### EXECUTIVE SUMMARY

**Transformational C-suite executive and organizational architect** with 30+ years driving enterprise-wide performance excellence through strategic leadership development, culture transformation, and talent optimization. **ICF-certified executive coach** who has developed 10,000+ leaders, designed comprehensive leadership academies, and delivered measurable ROI averaging 25-35% improvement in organizational metrics. Published thought leader and pioneer of the **TQ | TEAM INTELLIGENCE®** methodology, accelerating team performance for Fortune 500, educational, and nonprofit organizations

### Core Executive Competencies:

- Chief Learning Officer Strategist
  - VP Leadership Development
  - Organizational Development & Culture
  - Strategic planning and execution
  - Executive Education Programs
  - Board Advisory Services
  - Executive Coaching (ICF-PCC)
  - Talent Development & Performance
  - Leadership Pipeline Architecture
  - Learning & Development Strategy
  - Culture Assessment & Transformation
  - Change Management
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### PROFESSIONAL EXPERIENCE

#### FOUNDER & CHIEF EXECUTIVE OFFICER

*Higher Performance Group | Stillwater, MN | 2016 – Present*

Drive organizational transformation and leadership development for 25+ organizations annually through executive coaching, leadership system design, and culture optimization initiatives delivering consistent 20-30% performance improvements.

#### Strategic Leadership & Organizational Impact:

- Architected and scaled executive consulting practice generating sustainable revenue growth through strategic partnerships with Fortune 500 companies, educational institutions, and healthcare systems
- Pioneered **TQ | TEAM INTELLIGENCE®** framework, a proprietary leadership development methodology adopted enterprise-wide by multiple organizations, accelerating team performance by 20% within first 100 days
- Designed comprehensive leadership academies and learning ecosystems impacting 500+ leaders annually with measured ROI of 25-35% improvement in performance metrics
- Led organizational culture transformations for 25+ clients using validated assessment instruments, implementing data-driven interventions that improved employee engagement by an average of 25%

## Executive Development & Talent Strategy:

- Deliver C-suite executive coaching to 200+ senior leaders including CEOs, superintendents, and executive teams, facilitating breakthrough improvements in leadership effectiveness scores
- Design and implement enterprise-wide leadership development programs aligned with business strategy and organizational capability requirements
- Conduct comprehensive talent assessments and succession planning initiatives ensuring robust leadership pipelines for client organizations
- Published 7 books on leadership development and organizational performance, reaching 20,000+ executives globally

## PARTNER & SENIOR EXECUTIVE COACH

*GiANT Worldwide | Global | 2013 – 2016*

- Delivered leadership transformation programs to Fortune 500 companies as senior partner in international leadership development firm serving 70+ countries.
- Designed and facilitated executive leadership workshops impacting 500+ C-suite leaders using proprietary leadership development methodologies
- Built strategic client relationships achieving 90% retention through customized enterprise learning solutions aligned with organizational objectives
- Developed scalable leadership curricula and certification programs for global deployment across multinational organizations
- Collaborated with international partner network to ensure consistent leadership development standards and quality delivery

## SUPERINTENDENT OF SCHOOLS

*Multiple Minnesota School Districts | 2007 – 2013*

- Provided executive leadership for comprehensive K-12 educational systems managing \$50M+ budgets, 500+ staff, and 5,000+ students.
- Transformed underperforming districts through systematic culture change, achieving 20% improvement in academic outcomes and 95% stakeholder satisfaction
- Designed district-wide leadership development program for 100+ administrators, creating sustainable leadership pipeline and succession planning framework
- Led successful \$45M bond referendum through strategic stakeholder engagement and change management initiatives
- Implemented performance management systems and data-driven continuous improvement processes resulting in sustained organizational growth

## PRINCIPAL & DIRECTOR OF EDUCATIONAL LEADERSHIP

*Minnesota School Systems | 1997 – 2007*

Progressive educational leadership roles demonstrating consistent track record of organizational transformation and talent development.

- Transformed school culture, achieving state recognition for academic excellence and innovation in leadership development
  - Developed professional learning communities impacting 200+ educators annually through systematic capability-building initiatives
  - Implemented comprehensive assessment and development systems improving educator effectiveness and student outcomes
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## LEADERSHIP IMPACT & ACHIEVEMENTS

### Organizational Development & Culture Transformation

- Led culture transformation initiatives in **25+ organizations**, achieving 35% average improvement in employee engagement
- Implemented **TQ | TEAM INTELLIGENCE®** methodology, accelerating team performance metrics by 20% within 100 days
- Guided **15+ executive teams** through strategic reorganizations enhancing operational effectiveness

### Learning & Development Leadership

- Personally coached **200+ C-suite executives**, facilitating breakthrough performance in leadership capability
- Designed leadership development programs impacting **10,000+ leaders** across multiple industries
- Created **enterprise learning strategies** adopted by Fortune 500 companies with measured ROI exceeding 300%

### Talent Development & Performance

- Architected **comprehensive talent management systems** including assessment, development, and succession planning
  - Developed **high-potential identification programs** accelerating leadership pipeline development by 40%
  - Implemented **performance optimization frameworks** improving organizational capability metrics by 30%
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## EDUCATION & CERTIFICATIONS

**Doctor of Education (Ed.D.)**, Educational Leadership & Administration | 2007

University of North Dakota | *Dissertation: Leadership and Organizational Performance*

**Executive Coaching Certification**, ICF Accredited | 2013

College of Executive Coaching | *Specialized in C-Suite and Team Coaching*

**Master of Arts (M.A.),** Educational Leadership | 2001  
St. Cloud State University

**Bachelor of Arts (B.A.),** Secondary Education | 1991  
University of Minnesota-Morris | *Dean's List*

### **Professional Certification**

- International Coach Federation (ICF) Professional Certified Coach (PCC)
  - Certified in Leadership Assessment Instruments (Strengths, MBTI, TEAM BEST FIT)
  - Strategic Planning Facilitation | Organizational Culture Assessment
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## **EXECUTIVE CAPABILITIES**

### **Chief Learning Officer Competencie**

- Enterprise L&D strategy and governance
- Leadership academy design and implementation
- Learning ecosystem architecture
- Digital learning transformation
- ROI measurement and impact assessment

### **Leadership Development & Talent Management**

- Executive coaching and development (ICF-PCC)
- Leadership pipeline architecture
- Succession planning and talent strategy
- High-potential development programs
- 360-degree assessment design

### **Organizational Development & Culture**

- Culture assessment and transformation
- Change management strategy
- Performance management systems
- Employee engagement strategies
- Organizational diagnostics and intervention

### **Strategic Consulting & Advisory**

- Board advisory services
- Strategic planning and execution
- Executive team optimization

- M&A cultural integration
  - Crisis leadership and turnaround
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## PUBLICATIONS & THOUGHT LEADERSHIP

**Published Author:** 7 books on leadership development and team performance optimization

**Original Research:** "The State of Campus Culture" – Landmark organizational culture study

**Digital Platform:** 100+ leadership resources reaching 20,000+ executives monthly

**Keynote Speaker:** 30+ national conferences on leadership transformation

**Executive Education:** Designer of proprietary leadership curricula for Fortune 500 companies

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## SELECT CLIENT TESTIMONIALS

*"Dr. Hill transformed our executive team and organizational culture. His strategic insight into leadership development and team dynamics is unparalleled."*

— **Vivyan Ray, Chief Human Resources Office , County College of Morris**

*"The TQ | TEAM INTELLIGENCE methodology revolutionized our approach to leadership development and talent management."*

— **Dr. Chad Coauette, Executive Director, Sourcewell**

*"Outstanding executive coach who delivers measurable results in organizational performance and leadership capability."*

— **Dr. Amy Diaz, President, GateWay Community College**

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Full portfolio and references available at [higherperformancegroup.com/dr-joe-hill](https://higherperformancegroup.com/dr-joe-hill)