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When established and emerging leaders are searching for smart, strategic approaches to progressing in their professional and organizational lives, Bob Kleinschmidt brings clarity and structure to the process. Bob brings a wealth of relevant resources to each engagement to ensure clients are up to date on the most innovative ideas and management methodologies.

Extensive experience in higher education, health care, and faith-based organizations, combined with Bob's expertise in organizational development and clinical counseling, result in thoughtful, compassionate, and effective relationships with clients. Bob teaches by example his belief that great leadership is key to a strong organizational culture, and that positive relationships set the tone for an organization and can have a significant impact on success.

Creator, facilitator, and presenter of workshops for executives, managers, and employees to enhance individual and team dynamics, processes, and outcomes, Bob is as adept working with groups as he is with individuals. A Licensed General Professional Counselor (LGPC) in the state of Maryland, Bob is also a trained mediator and certified as a Leadership Coach by Linkage Inc. He facilitates individual and group administration of the Myers-Briggs Type Indicator (MBTI) and the PDI PROFILOR 360 management assessments.

Bob earned dual master's degrees in clinical community counseling and organization development and strategic human resources from the Johns Hopkins University. He received a bachelor's degree in family studies from Messiah College. Recently Bob completed a certificate program in appreciative inquiry at Case Western Reserve University, where he studied an strengths-based approach to problem solving, focusing on how clients can maximize existing strengths and abilities for future leadership success.

## **Executive Coaching Roundtable**

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