



# Strategic Leadership

## COLLABORATIVE

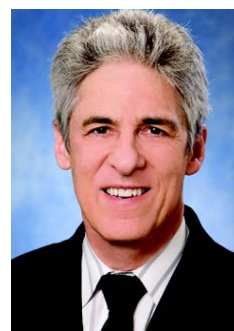
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### STEPHEN L. COHEN Ph.D., C.P.T.

Steve Cohen is Founder and Principal for the Strategic Leadership Collaborative, focusing on leadership strategy and effectiveness solutions including developmental experiences, performance and succession management, senior team strategy alignment, high-performance coaching and research. Prior to this, he served as Senior Vice President of Global Solutions for Right Management's Leadership Development Center of Excellence; Vice President/General Manager for Carlson Marketing's Custom Learning group; Executive Vice President for Dove Consulting's Learning Solutions Group; Founder and CEO of the Learning Design Group; Executive Vice President for Product Development and the Interactive Technology Group for Wilson Learning; and Co-Founder and Executive Vice President for Assessment Designs Int'l.



#### **Consulting Experience**

Dr. Cohen is a 35 year veteran of the human resource management field, having founded or led numerous consulting firms focused on education and learning with a strong concentration in leadership development. Steve earned worldwide recognition for his accomplishments in this field when named as one of the industry's "thought leaders" by the American Society for Training & Development. Built on a solid academic and research foundation, his experience has brought the appropriate amount of discipline and rigor to every one of his engagements. During his career, he has advanced the strategies of corporations around the globe, creating hundreds of groundbreaking performance improvement and learning solutions in the areas of leadership, performance management, and personal effectiveness.

As one of the learning industry's experts on the "art, science, and business" of program development, Steve has strategically directed the creation of 100 off-the-shelf training products as well as nearly 1,000 custom learning systems. In addition, he has pioneered online and blended learning solutions for over 30 years. Steve is considered one of the world's most forward thinking experts on leadership learning strategies, competency modeling, curriculum development, and integrated performance improvement systems. He has shared this expertise with well over 150 major corporations, providing them with strategic insight into leadership development and talent management solutions.

Steve's organizational consulting experience is broad and deep, having consulted in many industries such as: technology (e.g. IBM, Cisco, Dell, Microsoft, Motorola, Texas Instruments, Xerox); financial services (e.g. American Express, Bank of America, Wachovia); pharmaceuticals (e.g. Johnson & Johnson, Wyeth, Schering-Plough, Pfizer); consumer/food products (e.g. American Greetings, Campbell Soup, Colgate-Palmolive, Disney, General Mills, Mars); transportation (e.g. Ford, General Motors, Textron, Navistar, UPS); and government (e.g. F.A.A. Dept. of Transportation, U.S. Treasury, Dept. of Defense). He also has significant international experience having consulted in more than 15 countries.

The vast majority of client work has involved directing the discovery, design, development, and delivery of custom leadership development programs for audiences ranging from first-line supervisory to senior executive levels. A representative sample of these initiatives includes:

- Design, development and delivery of a Leadership Academy for the top emerging global leaders for a specialty chemicals manufacturer.
- Global implementation of an action learning program for 1500 senior leaders of a world-leading pharmaceutical company.
- Creation of supervisory and management development programs for worldwide distribution in a leading entertainment/consumer products company.
- Development of first, second and senior level programs for a new leadership talent management system in a leading global hospitality organization.
- Creation of a centerpiece transition leadership program for director level executives of a world renowned confectionary and consumer foods company.

### **Business/Organizational Leadership Experience**

Steve has demonstrated a proven track record for building equity by growing top and bottom-line performance within several consulting firms that he has either founded or led and was able to sell. His significant entrepreneurial skill, business acumen, and hands-on people development capability has earned him one of the best reputations in the industry. In addition, he has worked "inside" a large corporate enterprise contributing to its highly successful talent development efforts.

Furthermore, Steve has been an avid volunteer to the industry, having served in leadership and individual contributor positions for organizations such as A.S.T.D. and the Instructional Systems Association, receiving numerous awards for such contributions. Currently, he is a member of the Board of Trustees of Hobart and William Smith Colleges, on the Board of Directors for the Crisis Prevention Institute, and an Advisory Board member for Share, Save, Spend, Inc., Twin Cities Rise and ExperiencePoint, Inc. and Beyond ROI.

### **Education and Training**

Steve received his B.S. in Psychology from Hobart College and earned both Masters and Doctoral degrees in Industrial/Organizational Psychology from the University of Tennessee. He has also obtained the Certified Performance Technologist designation from the Int'l. Society for Performance & Instruction, and completed the Carlson Executive Education Program through the Univ. of Minnesota's Exec Ed department.

## **Publications and Appearances**

Steve has authored more than 150 articles, chapters, and presentations on a wide spectrum of HRD topics. Some selected recent examples include:

Cohen, S.L. Wilde, K., Bethune, C. Leaders Teaching Leaders. *Chief Learning Officer*, MediaTec Publishing, Inc., Oakland, CA, May, 2010.

Cohen, S. L. The Current State of Talent Management. Presentation at the Encompass Forum for the Riverside Company, Houston, TX, March 2, 2010.

Cohen, S. L. Global Leadership Requires a Global Mindset. *Industrial and Commercial Training*, Emerald Group Publishing, Ltd., Bingley, UK, January, 2010.

Cohen, S. L. and Fernandez, R. The Impact of Leadership on Employee Engagement. *Best Practices in Leadership Development Summit*, Linkage, Inc., San Diego, CA, October 20, 2009.

Cohen, S. L. Linking Coaching to Business Results. *The Linkage Leader*, Linkage, Inc., Burlington, MA, May, 2009.

Cohen, S. L. Four Key Leadership Practices for Leading in Tough Times. *The Linkage Leader*, Linkage, Inc., Burlington, MA, April, 2009.

Cohen, S. L. and Roi, R. Do You Have a Winner: Evaluating Leadership Programmes. *Human Resources Online*, Human Resources Magazine, Singapore, February, 2009.

Cohen, S. L. New Leaders: Coach Them for Success. *Leadership Excellence*, Executive Excellence Publishing, LLC, Provo, UT., October, 2008.

Cohen, S. L., Gardner, W., and Lang, K. Sustaining a Competitive Advantage by Developing Your High Potential Talent. *Best Practices in Leadership Development Summit*, Linkage, Inc., Palm Desert, CA, October 14, 2008.

Clevette, R. D. and Cohen, S. L., Selling and Implementing Leadership Development: Chapter, Verse and Lessons From Carlson's Story. *Performance Improvement*, ISPI, Wash. D.C., July, 2007, pp. 15- 24.

Cohen, S. L. and Pine, B. J., Mass Customizing the Training Industry. *Training & Development*, ASTD, Alexandria, VA., June, 2007, pp. 50-54.

Cohen, S. L., Deege, A. And Brewer-Frazier, U., Learning Tools: New Tricks for Non-Technical Learners. *Chief Learning Officer*, MediaTec Publishing, Oakland, CA., December 2006, pp. 36-41.

Cohen, S. L., Controlling Program Evaluation. *Performance Improvement*, ISPI, Wash. D.C., September 2005, pp. 23-26.

Cohen, S. L., Performance Improvement Through Relationship Building. *Training & Development*, ASTD, Alexandria, VA., July, 2004, pp. 41-46.