



Executive Coach

Chad Thompson, PhD

Ann Arbor, Michigan

Chad has been assessing leaders for over a decade. He has had the opportunity to work with a wide gamut of leadership levels from front-line managers to CEOs. Overall, his work centers on gathering and using data to help individuals and organizations make better decisions about maximizing their talent. Chad combines a deep understanding of psychometrics and personality psychology with a pragmatic, business-based approach to executive assessment. Experienced in using a number of different assessments, Chad works with clients to translate these objective results into meaningful insights on a company- and role-specific basis. He often partners closely with internal and external executive coaches to identify strengths and potential areas of development in participants.

In addition to his executive assessment work, Chad helps his client tackle challenges related to employee development, organizational structure, senior management team dynamics and decision-making, and scaling their organizations. Competency and behavioral modeling, culture definition, and workforce planning projects are also part of his consulting work.

Highlights

Cofounder of Mix Talent, a 100-employee firm recognized as a Best Place to Work four times

His perspective has been featured in publications such as HR Magazine and Human Capital Institute

His academic research has been published in The Psychologist-Manager Journal and Applied Human Resource Management Research

Member of SIOP, frequent speaker and presenter at national conferences

Married with a 17-year-old son, enjoys frequent travel and golf

Education & Certifications

- Wittenberg University - BA in Psychology
- Wright State University - MS in Industrial/Organizational Psychology
- Wright State University - PhD in Industrial/Organizational Psychology
- Certified in formal assessment tools including the Hogan Leadership Series

What clients say about Chad

"We utilized Chad's executive assessment as a key part of our developmental approach for global senior leaders in R&D and Program Management. The participants found the process to be both personable and engaging while challenging them to shift their thinking and behavior to match the changing demands of the business." - VP, HR Global Biotech