



Executive Coach

Steve Smith

Eastern USA

Steve is a massively experienced leader with two decades of success as a C-suite executive within complex organizations. His “been there” approach to executive coaching is well earned, having served as CAO for a major financial services firm, with 15,000 employees and \$6 billion in annual revenue, and as COO for an organization with annual revenues of \$100 million. Steve has achieved odds-defying turnarounds in both corporate and non-profit contexts alike, drawing on extensive experience in financial services, energy, healthcare, professional services, and various non-profits.

The depth and richness of Steve’s business background allows him to bring a rare and knowledgeable perspective into any coaching engagement. He is exceptionally savvy regarding organizational dynamics, leveraging both first-hand and observational insight into the forces behind effective leadership. With a coaching style that emphasizes the experiential over the theoretical, and a coaching philosophy of “whatever it takes”, Steve provides a straightforward, challenging, hands-on, creative, and effective process for his clients.

Education & Certifications

- B.A. in Economics from The University of Michigan
- M.B.A. from Harvard University
- Other Credentials: Hogan Leadership Series

What clients say about Steve

“Steve is a trusted advisor who deeply understands both me and my business, guiding and inspiring me in a way that allows me to grow as a leader while staying true to my authentic self. Steve’s insightful and honest feedback and advice (which is a scarce commodity when you’re a CEO) has helped me successfully navigate my most complex professional challenges.”
Chief Executive Officer, Professional Services

“Steve helped me to win and then transition successfully into my current CHRO role. He read our organizational culture quickly and improved my awareness of when and how to flex my strengths for greatest impact. Five years into my CHRO incumbency, I still often seek his valued advice and perspective. In short, he has made me a better leader and a better person.”
Chief Human Resources Officer, Banking

Highlights

Over two decades of professional C-suite experience in complex organizations

Expertise in helping enterprise leaders, high-potentials, and persons transitioning to greater responsibilities

Deep knowledge regarding multiple industries: financial services, energy, healthcare, manufacturing, and non-profits

A lifetime Midwesterner, has lived and worked on both coasts and understands location-specific cultural distinctions

Proud father to two sons and grandfather of five, all redheads, while maintaining a penchant for laughter