



### Services Offered:

Organizational Assessment

Executive Coaching & Development

Leadership Development

- Individual/Team
- C-Suite
- Senior Executive
- Mid-manager/professional

Strategic Planning

Organizational/Cultural Change

On-Boarding/Role Change

High Potential Development

Career Transition

### Industry Sectors Served:

Services • Financial  
Manufacturing • Entertainment  
Energy • Pharmaceutical • Biotech  
Defense • Aerospace • Agriculture  
Food Processing • Technology  
Education • Health Care

## Mark I. Hoffman

### Executive Coach & Organizational Change Consultant

Mark 's 30+ years of experience in high tech implantable medical businesses including Bristol-Myers/Squibb, Advanced Bionics and St. Jude Medical, has afforded him the opportunity to experience and participate in almost every phase of a company's growth and maturity. He has held key responsible leadership roles in Human Resources, Marketing, Operations and Sales. He has been a key leader in fast growth private entrepreneurial companies as well as large publically held companies that are number one or two in their respective industries.

Mark's experiences, knowledge and perspective from his broad and diverse background give him unique insights into helping clients manage and resolve their organizational challenges. As a consultant and coach Mark brings his personal and professional passion and expertise to maximizing individual and organizational performance to his clients. He is adept at assessing challenging situations and then utilizing the most appropriate tools and processes to successfully help organizations address and bring about positive change. He develops trusting relationships that promote an environment for effective and honest communications that may include coaching, consultation, advising or customized programs that lead to more effective and high performing organizations.

Mark has "sat in the seat" of the human resources business partner *and* the human resources customer. He has gained great insight regarding what clients need and want from a human resources organization to help them address and solve their problems. He is customer focused and passionate about understanding the business, the people and the organizational dynamics that will lead to better strategies, better decisions, better outcomes and greatly improved results.

Mark is a graduate of Miami University of Ohio and earned his Masters in Secondary Education Administration from the University of Missouri. He continues to be very involved in education, serving on the board at Trinity Classical Academy and an industrial board for the Biomedical Engineering department at Cal-Poly.