

Kieffer & Associates LTD

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A Veteran Owned Business

“Optimizing Talent Capability”



Trusted, experienced advisor to organizations and individuals. Leveraging my career leading operations and developing talent in commercial and military organizations, I am excited to offer my services to positively impact individual and organizational success. While my experience is broad and deep, my primary focus areas are:

Executive / Leadership Coaching

Marshall Goldsmith
— CERTIFIED EXECUTIVE COACH —

Certified **Marshall Goldsmith Stakeholder Centered Coach** with extensive experience delivering highly effective, practical, results-focused individual leadership coaching that involves relevant stakeholders, enhances performance and prepares people for future successes.

Strategic Talent Management

Advisory services to business leaders to:

- Identify talent capability in support of business strategy
- Create solutions that close talent capability gaps
- Design / anchor best-in-class talent management practices (e.g. succession planning, performance management, leader development, etc.) that optimize business and individual success

Veteran Career Transition, Hiring & Employment



Addressing both sides of the employment spectrum, I work with:

- Individual veterans to optimize success before, during and after transition to the civilian, commercial work world
- Organizations to decide if veteran hiring is right for them, and to optimize their veteran hiring and employment practices

Professional Speaking & Facilitation

From small team meetings to large keynote speeches, I have extensive experience as an effective, engaging speaker and facilitator on a variety of topics that positively impact individual and organizational success.

Link to my 2017 TEDx Toledo talk “Investing in The Middle”:

<https://www.youtube.com/watch?v=SY79oR85XA>

INITIATIVE

INTEGRITY

FOCUS

FORESIGHT

COMMITMENT

COMMON SENSE