

## David Crighton, MS

David Crighton works with executives and senior leaders to leverage their strengths and achieve their career goals in ways that support the strategy, objectives and overall success of their organizations.



David's coaching work with executives centers on helping them continue to successfully grow and develop as leaders in a world of continuous change. His extensive and practical business background dealing with the complex challenges of building and running successful operations and his strength in leadership and executive development bring an ideal mix of experience and expertise to his coaching.

David's professional career includes over twenty years in Vice President, Senior Director and Director Roles with corporate-wide accountability for executive, leadership and organizational development strategy and operations. His industry experience includes global Fortune 500, national and regional companies: Technology (Internet and Semiconductor), Financial Services, (Banking, Credit Card, and Insurance) Travel, Advertising, Retail Apparel, Membership Associations and Nonprofits.

As an executive, David coached and worked extensively with senior executives and their teams. He was known for successfully developing and implementing new strategies and building strong organizations dedicated to improving leader and organizational performance.

David holds a Master's of Science degree in Industrial-Organizational Psychology and a Bachelor's degree in Sociology. He has completed executive programs at Stanford University and University of Virginia as well as a variety of professional, leadership and coaching and leadership development programs throughout his career. David is certified in the use of variety of leadership and coaching assessment instruments including MBTI, Strong Profile, and Firo B, CPI, Thomas Kilman Conflict and Korn Ferry assessment tools.

### Key Highlights:

- Built the first-ever executive education function for a major telecommunications company and established it as the source for coaching advice and counsel regarding executive, career and leadership development.
- Received President's Quality Award for coaching work with special cross-functional team in an advertising company contributing to the company's improvement from "worst to first" in industry quality measures.

- Established executive coaching in a financial services company as a component of its leadership development strategy, significantly improving the utilization of this key executive development resource.
- Designed and implementing an Executive Leadership Program for the top 120 executives in a major global financial services company. Received company Exceptional Achievement Award
- Developed Talent Review and Succession processes in three companies, improving leadership bench strength in line with external benchmarks.
- Turned around a failed leadership development and training functions in a financial services company, and successfully developed and implemented a fully integrated leadership development strategy and established a corporate university.
- Implemented a culture change/leadership development initiative in an advertising company that contributed to significant improvement in revenue and employee engagement measures.
- Led organizational development and learning initiatives supporting the turnaround strategy of a financial services company contributed to a significant increase in stock value positively positioning the company for acquisition.

### **Companies I've Worked With (and Years With Each Company):**

- |  |              |
|--|--------------|
| • CourseSmart                              | 2010-Present |
| • American Automobile Association          | 2005-Present |
| • Structural Integrity Associates          | 2009-2010    |
| • Providian Financial (now JPMorgan Chase) | 2002-2005    |
| • Korn Ferry International                 | 2002-2003    |
| • Lee Hecht Harrison                       | 2002-2003    |
| • Lam Research                             | 2000-2002    |
| • SBC Directory Operations, (now AT&T)     | 1997-2000    |
| • Pacific Bell Directory, (now AT&T)       | 1988-1997    |
| • Pacific Telesis, (now AT&T)              | 1985-1988    |
| • Bank of America                          | 1982-1985    |
| • California Casualty Management Company   | 1981-1982    |

### **Geographies I've Worked In:**

USA, and worked remotely with Europe, Korea, Japan, Singapore and Taiwan

### **Leader Positions I've Coached:**

CFO, Senior Vice President, Vice President, Executive Director, Director, Senior Manager, Manager

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Coaching and Development
- Executive Career Transition and Development
- Reviewing and Assessing Talent
- Building Leadership Bench Strength
- Developing Leadership and Professional Talent
- Designing Leadership Development strategies
- Succession Planning
- Improving employee performance
- Improving employee engagement
- Communication/interpersonal skills
- Developing strategic thinking
- Turning strategy into action
- Coaching and developing others
- Effective delegation and empowerment
- Executive presence
- Talent retention
- Time management/priority setting

### **Leadership Experience:**

- David is Principal and Owner of an executive coaching and leadership consulting firm.
- David has enjoyed over twenty years executive level, enterprise-wide accountability for organizational, executive, management and employee development in a variety of companies and industries with responsibility for professional and management staffs of 100+ and budgets of up to \$20 million.
- David provided business leadership and guidance to a travel and insurance company's first ever talent management initiative.
- David led the development and implementation of the training and organizational development elements of strategic initiatives to improve employee performance in support new business strategy in a financial services company. These efforts contributed to a 120% increase in value of company stock and the successful turnaround of the company positioning it for eventual acquisition.