

## Eric Kaufmann, CMC

Eric Kaufmann draws on two decades of successful experience in sales, management, and training for companies such as 3M/Lanier and Corning Clinical Laboratories. His coaching clients become better leaders who make better decisions and achieve better results. His work focuses on blending strategic thinking with managing uncertainty and personal development. His clients range from Sony Electronics, Alcon Laboratories, T-Mobile , PETCO and Cox Communications, to Scripps Bank, and UCSD.



Eric teaches leadership and coaching programs at San Diego State University and is a Group Chair and Speaker for Vistage International. Eric is an Executive Coach, Certified Management Consultant, Certified Hypnotherapist, and Scuba diving Instructor. He holds a BA in International Business and graduate education in Psychology.

A native of Israel, Eric lived and worked in South Africa before settling in San Diego, CA. He brings an insightful, diverse, and global approach to his work; a work which is deeply influenced and enriched by 24 years of meditation practice.

### Key Highlights:

- Successfully provided coaching and OD interventions to Multinational Pharmaceutical Company striving to create global consistency in management and development practices.
- Developed an integrated Leadership Development Pathway for global District Managers. The customized coaching model and process facilitated managers to become skilled at developing teams with a consistent and effective coaching approach.
- Worked executives of an Employee Health Services organization to address morale issue as a result of low scores on an annual employee satisfaction survey. Coached key executives on a change management plan to address the issue and raise morale and engagement resulting in Increased engagement and collaboration while decreasing silo behaviors.
- Consulted and coached Battalion Chiefs of a large Fire Department seeking to develop leadership bench strength in preparation for Chief

retirement. Designed and deployed a customized 360 degree feedback assessment and conducted integration and implementation workshops to build accountability for ongoing development. Work resulted in identifying Fire Chief replacements and developing their strengths for succession.

- Provided leadership development and business coaching to leaders in a multi regional Construction Engineering Firm. Identified and developed their necessary leadership competencies for meeting their growth strategy. Provided coaching, facilitation, and training to their 20 executives resulting in increased collaboration, cross functional teamwork, improved bidding efficiency and increased accountability.
- Provided ongoing coaching for three years to 15 CEO's of \$5MM to \$300MM firms in various industries. Coaching resulted in improved decision making, team development, strategic positioning, and profitability. Each firm experienced more than double the growth rate during the coaching than the three years before the coaching.

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

- Alcon Laboratories                      2006-2010
- Scripps Healthcare                      2008-2010
- Biogen Idec                                2008-2010
- Sony Electronics                         2005-2007
- BAE Systems                              2007-2009
- Kleinfelder Engineering                2005-2010
- Filanc Construction                      2009-2010
- Cox Communication                      2007-2009

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

- USA and Canada
- Latin America
- Europe
- Japan
- Africa
- Israel

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

- CEO (\$5MM to \$300MM)
- C-suite and CEO candidates
- EVP, SVP, VP
- Global Directors, Regional Director, Director

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

- Focusing time on solving strategic challenges
- Ensuring that short term decisions support strategic objectives
- Taking a cross-functional and a business-unit view in discussions and decision-making rather than considering only own functional perspective
- Participates in external networks as well as remaining updated in other ways about new developments and knowledge within the function
- Leveraging internal best practice from other business units and functions
- Selecting the right direct reports based on both functional and leadership expertise
- Creating space and helping open doors for promotable talents
- Ensuring that the function is continuously attracting and rewarding talent
- Reviewing key positions and functional talent with own team to adjust talent management activities
- Supporting direct reports in their efforts to become better leaders
- Coaching direct reports to reach their own conclusions by asking questions rather than only providing answers

### **Leadership Experience:**

- President of five person leadership consulting firm for ten years
- Directed marketing team of 12 in Fortune 500 healthcare business
- Managed regional sales team for multi-national business electronics firm
- Led operations team for international import and distribution firm
- Master Scuba Diving instructor leading dive expeditions in Hawaii