

## **Reri MacLean, M.Ed., Psy.D.**

Dr. Reri MacLean is an executive coach and consultant who helps organizations identify and cultivate talent to develop sustainable, high performance teams. She provides leadership coaching to the C-suite, VPs and Directors to increase alignment, communication and engagement. She also partners with the organization's stakeholders to provide assessment for benchmarking, selection, and succession planning.



Reri works with senior leaders and high potentials whose territory may be shifting and whose roles and responsibilities are expanding. She helps leaders assess the context, define expectations and focus their talent to inspire and manage their teams.

A skilled organizational advisor, MacLean helps clients address the areas where strategies and execution are impeded by competing agendas and behavior. In the process, she accesses neuroscience, systems, emotional intelligence, philosophy and psychology to provide models to ground practical performance. Informed by her client's strategic imperatives and culture, and known for her uncompromising commitment to provide straight feedback and high value, MacLean's long-standing clients often seek her perspective as a trusted advisor.

Reri's Master of Education in Counseling Psychology is from Whitworth College; she obtained a Doctorate in Psychology from the University of Denver and has completed the CPC coursework and requirements through the College of Executive coaching.

### **Key Highlights:**

*As a Coach with Organizational Development expertise, Dr. Maclean is credited with supporting:*

- The Founder & CEO and the Executive Leadership team of a \$1.4B manufacturing "start up" with organizational assessment and international work to establish aligned leadership and management practices. The results - global standardization of best practices, increased retention of their best, and increased cross functional collaboration - were presented at their yearly Top 50 Executives conference in Banff, Alberta.
- The Director, Global Project and Process Engineering for a Berkshire Hathaway company as he transitioned into a new leader role in Europe. The Director and key stakeholders, some of whom had little regard for his approach to Six Sigma efficiency, needed to align their expectations and

to communicate more effectively. The Director transformed the manufacturing process, developed a top notch team and was promoted.

- The Sr. VP of OD, Telecommunications Company with executive assessment for selection, development, and succession planning; a Director position analysis across business units; Position Profiles and consultation on selection methodology.
- The Deans at a School of Medicine: a strategic planning off-site to enable them to work together more effectively to support the new leadership at the Center on Aging. This arm of the School of Medicine was fully dependent upon volunteerism from all the other specialties, and support was clearly flagging. We were able to re-ignite the vision, mission and critical mutual accountabilities. And in so doing, to reverse the trend.
- A female senior executive in a global organization with one of the world's largest shopping center portfolios, valued in excess of \$59 billion. She learned to increase her credibility and effectiveness by learning how to slow down, reduce her default behavior to 'just do it' and to build stronger, more self-reliant teams.

#### **Clients have included:**

- Allergan 2010 - 2011
- AltaMed 2009 - 2011
- Amgen 2006 - 2007
- APW, Ltd. 1999
- Aramark 1998 - 1999
- Asian Pacific Islander Council 2002 - 2003
- COBE Cardiovascular Inc. 1998 - 1999
- Colorado Women's College 1999
- Ernst & Young 2007
- Farmers Insurance 2010
- First Entertainment Credit Union 2008 - 2011
- Ford Motor Company 2002
- ING 1997
- Intrado 1998 - Present
- ISTA Pharmaceuticals 2011 - 2012
- Johns Manville 1998 - 2009
- KPMG 2003-2004
- Phoenix Capital, Inc. 2003-2006
- PricewaterhouseCoopers 2002
- Raytheon 2008-2010
- Rocky Flats 1996-1997
- Southern California Edison 2010-2012

- Sony Pictures Entertainment 2007-2008
- University of Colorado Health Sciences Ctr. 2000
- Vista Entertainment solutions 2003-2010
- Westfield, LLC 2010-2012
- Women Presidents' Organization 2009-2011

### **Geographies I've worked in:**

- Canada, Europe, United States, Latin America

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

- Middle Management, Director, VP, Sr. VP., and C-suite executives.

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

- CVP, Strategy & Alignment with leadership teams
- Strategic thinking, communication and alignment with individual leaders
- Identify and leverage a leader's signature presence to develop an authentic executive presence
- For transitioning executives, determining and managing the expectations of new teams and stakeholders
- Increase communication repertoire to improve decision-making, team development, performance management, buy-in
- Recognize & minimize the impact of derailing characteristics; role model and teach feedback and coaching skills
- Executive assessment for selection, onboarding, retention and succession planning
- Selection (identifying the imperatives of a role, relationship to existing leadership team, and determining the experience, training, education and traits of the right fit)

### **Leadership Experience:**

- Reri is the National President of the Professional Coaches, Mentors and Advisors Association, an organization that educates coaches and consultants and advocates for excellence in organizational coaching.
- A past board member of EmpowHer Institute, a 501 (c) 3 dedicated to reducing the drop-out rate of high school girls, she now serves on the advisory board.
- Reri was asked by the Women Presidents Organization in New York to establish a new WPO chapter for second stage entrepreneurs in Los

Angeles. In 2007 Reri was recognized by Big Thinking Women as one of 50 women in Los Angeles who have shifted the aging perspective, created a legacy for them and other women, and worked to help women become a political, social and economic force.

- Reri co-authored and co-taught a UCLA extension class: 'Coaching and Mentoring Employees' with Robert Silverstone and Rachel Choppin. She has presented on Emotional Intelligence at PCMA, PIHRA, for NAWBO-LA and at a global assessment conference. She also co-authored and co-taught a series of 'Coaching at the Core' coach training workshops with Dr. Ron Jue.
- Reri's business experience includes establishing and directing schools, then coaching & consulting businesses. As an employee of the Idaho Dept. of Health and Welfare, she coordinated programs and a cross-organizational and multidisciplinary team (physicians, nurses, psychologists, teachers, occupational, speech and physical therapists) to serve families with medically fragile children. Her team was recognized as the best in the state and was asked to provide national training for other multidisciplinary teams.
- Reri was born in Zurich, Switzerland. She has worked in Europe and has provided cultural consulting to Americans doing business in Europe. Reri also studied in Mexico and lived in Brazil.