

Thomas G. Crane, MBA

Tom Crane is an international consultant, executive coach, facilitator, author, and speaker who specializes in assisting leaders in creating *high-performance* through the development of high performance coaching cultures. He works with all levels of leaders and their teams to embrace coaching as a primary method of communication designed to enhance both individual and team effectiveness in achieving performance objectives.



Tom's passion (and book, **The Heart of Coaching**) is focused on changing a leader's mindset and skillset from "the BOSS OF people" to the mindset of "the COACH FOR people." The premise of the book is that a performance-based, "feedback-rich" coaching culture will more effectively support an organization's **business strategy, and lead to higher and more sustainable levels of performance.** This book is used extensively in Executive Coaching assignments.

Prior to founding his own consulting firm in 1995, Tom was vice-president of Senn-Delaney Leadership for eight years and consulted with clients engaged in strategic culture change. Additionally, he worked in financial planning and project management roles with Solar Turbines, a division of Caterpillar. He has a bachelor degree from Purdue University and an MBA from Drake University.

Key Highlights:

- Coached a Pfizer executive leader and team to create a high performance coaching culture in their division
- Developing high performance team leaders with manufacturing team
- Successfully developed aero-space firm leadership talent to assume senior roles
- Created both an effective 360 assessment instrument and a culture assessment tool used to develop leaders into highly effective coaches

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

He has worked as a consultant, executive coach and facilitator for over 22 years in small and large organizations going through strategic change and culture alignment.

Independent Consulting Firm

1995-Present

Aramark, A.T. Kearney, Baker & Botts, Bell Atlantic, Boise State University, Caltrans (DOT), Chemical Bank, City of Sacramento, Columbia University, Copy Club West, Colorado Department of Education, Crown Educational Consortium, Crowne Plaza Redondo, Dixieline, Duty Free International, KPMG Peat Marwick, Leadership Long Beach, Michelin, National Forest Service, New York Life, Nth Generation Computers, NYNEX, San Diego State University, Teledyne Ryan Aeronautical, The Helen Woodward Animal Center, VISA USA.

Senn-Delaney Leadership Consulting Group

1988-1995

AES Corporation, AEP Corporation, Anadarko Petroleum, CBS, Continental Airlines, Dynegy, Inc., ENRON corporation, Florida Power and Light, GPU Nuclear, KFC, Los Alamos Laboratory, Marriott, Southern California Gas, Sonat, Inc., Transco Energy, Vastar Resources, Von's Grocery Company.

Geographies I've Worked In:

- USA, Asia Pacific, Australia, Jamaica, Canada, Europe, and South and Central America

Leader Positions I've Coached:

- CEO, VP, General Manager, Senior Managers, High Potential Employees identified as successors for senior leadership

Business/Talent Challenges I've Helped Leaders Solve:

- Effective coaching skills of teams and colleagues
- Performance management coaching
- Realignment post merger of leadership teams
- Creating, leading and coaching through change
- Effective overall leadership
- Time & priority management

Leadership Experience:

- CEO & President, independent consulting firm, growing a successful and profitable consulting practice
- Senior Consultant, Senn-Delaney Leadership Consulting, Long Beach, CA
- Project Manager, Solar Turbines, San Diego, CA

- VP and General Manager, DD Sales in Elkhart, Ind. – supplier of interior furnishing to the mobile home industry