



Ken Keener

Executive Coach & Leadership Consultant

ABOUT ME

Helping leaders succeed fuels everything I do. I excel at coaching executives, from CEOs to high potential directors, as they prepare for and step up to address a range of change challenges.

As executives face pivotal moments, like leading an organizational change or mastering a personal leader role transition, I empower their performance and growth through deepened self-insight, targeted development goals, highest-impact actions, and strong alignment with key stakeholders. Executives succeed faster and come out stronger.

PROFESSIONAL HIGHLIGHTS

My corporate career spans over 30 years of leadership in several Fortune 500 companies, including NiSource (as CHRO), Nationwide, and American Electric Power. My distinct background combines “real world” C-level leadership experience (with board interaction), plus gold standard executive coaching skills and tools.

Throughout my career, I have provided executive coaching, leadership team facilitation, and talent strategies to address the critical talent priorities for business success. My areas of expertise include succession planning, high potential acceleration, leader assessment, senior team effectiveness, and leader transitions.

COACHING EXPERIENCE

My 15+ years of coaching is well-informed by first-hand experience with organization change (re-orgs, M&A, divestitures, culture shifts, CEO succession) and high-stake leader transitions. I also advance traditionally under-utilized talent, coaching female and ethnic minority leaders to higher levels.

CLIENT RESULTS

I have earned a reputation as a trusted partner, strategic advisor, and champion of leadership growth. Representative impacts include:

- **Change Acceleration:** Coached CEO in championing a transformational change; strategies established a shared vision and mobilized key stakeholder commitment
- **Onboarding:** Supported internally promoted CLO to faster success as she planned and executed new-to-role transition strategies and established her senior team for high performance
- **Succession Readiness:** Boosted General Manager (P&L owner) success in increasing executive presence, leading across a broad network, navigating cultural differences

SAMPLE CLIENTS

I have been trusted by clients across a wide range of industries, including:



EXPERTISE

- Executive Coaching
- Senior Team Effectiveness
- New Leader Onboarding
- High Potential Acceleration
- Succession Planning

CREDENTIALS & TRAINING

- B.A. Organization Communication, The Ohio State University
- ICF Certified (International Coaching Federation)
- Hogan Personality Assessment Certification
- 360 Assessments: Leadership Versatility Index (LVI), Benchmarks, Profiler
- Coach Credential Training from Lee Hecht Harrison (LHH) and Institute for Professional Excellence in Coaching (iPEC)

INDUSTRIES SERVED

- Financial Services & Insurance
- Healthcare & Biotechnology
- Electronics, Aerospace & Defense
- Global Automotive, Industrial Machinery
- Energy: Utilities, RTO, Midstream
- Retail & PE-Owned Companies

Endorsements

“Ken helped me unlock elements of my leadership that needed elevation for quite some time.”

“Ken’s real-world business experience enables him to understand the complexity of corporate politics, policies, and market dynamics.”

“Ken asks important questions that challenge you to think and find solutions that are right for you.”

“Ken brought a highly valuable and impactful combination of conceptual frameworks and practical working knowledge to our engagement.”

“He is able to get right to the difficult stuff with a touch that keeps people whole.”