

Ken Keener

Executive Coach & Leadership Consultant

OVERVIEW

Ken excels at coaching executives and high potentials to higher levels of capabilities and impact. As leaders prepare for and step up to pivotal moments like leading organization change or mastering leadership transitions, Ken targets his engagement to the leader's unique context. He empowers leaders' success and growth through deepened self-awareness, broadened perspectives, targeted behavioral shifts, and well-informed, practical actions. Executives succeed faster and come out stronger.

QUALIFICATIONS

- **15+ years coaching**, from CEO and C-suite teams to high potential directors
- **C-level leader** at a \$5B corporation, including board interaction
- 30+ years increasing **management responsibility** across four **Fortune 500 Cos**
- **Gold standard coaching** skills, tools, and processes

Ken brings a distinct combination of real-world executive leadership experience and world-class expertise in leadership development. His coaching is well-informed by first-hand experience addressing organization change (re-organizations, M&A, divestitures, culture shifts, CEO succession) and high-stake leader transitions (new-to-role, new-to-organization, strategic assignments, preparation for succession). He also brings **diversity experience**, coaching female and ethnic minority leaders and advancing traditionally underutilized talent.

CERTIFICATIONS & TRAINING

Ken brings a wide range of certifications and training in leadership coaching, team facilitation, assessment, and development.

- Accredited by the International Coaching Federation (ICF Certified)
- Hogan Personality Assessments
- Coach Training: Lee Hecht Harrison (LHH), Institute for Professional Excellence in Coaching (iPEC)
- 360 Assessments: Benchmarks, Profiler, and Leadership Versatility Index (LVI)

CLIENT RESULTS

Ken has 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
- **On-Boarding:** Supported internally promoted CLO to faster success as she planned and executed new-to-role transition strategies, and established her senior team
- **Succession Readiness:** Boosted General Manager (P&L owner) success in increasing executive presence, leading across a broad network, navigating cultural differences
- **Capabilities:** Guided physician leader in mastering key leadership accountabilities; credited for increasing clarity in workflows, expectations, and patient care

INDUSTRIES SERVED

Ken reaches across a **wide range of industries** including healthcare, financial services, utilities, IT systems and solutions, aerospace and defense, biotechnology, retail, and global automotive supply. Illustrative clients:



Expertise:

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

Career Experience:

- Chief HR Officer & SVP, NiSource
- VP, Talent & Organization Development, NiSource
- Director, Talent & Organization Effectiveness, American Electric Power
- Director, Organization & Talent Development, Nationwide Insurance

Affiliations:

- International Coaching Federation (ICF)
- Center for Creative Leadership (CCL)
- Talent Management Institute (TMI)
- Society of HR Professionals (SHRM)
- Central OH Diversity Consortium (CODC)

Education:

BA, Organizational & Interpersonal Communication, The Ohio State University

"Ken's coaching was transformational for me at a critical time."

"Ken's real-world business experience enables him to understand the complexity of corporate politics, policies, people, and market dynamics."

"After every session, I felt energized, motivated, and driven."