

## Marci Heerman

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Cheryl Alexander & Associates

Leaders Engaging Hearts and Minds



*“Marci brings her knowledge on leadership and talent development to individuals through her genuine and nurturing interest in people. She creates a high trust environment where people can feel thoroughly supported and challenged at the same time.”*

### Career Background

Marci has worked for over 20 years with individuals and cross-cultural teams throughout North America, Latin America, Europe and Asia to facilitate transformation and change. Marci uses the keys to emotional intelligence and personal mastery to teach high-potential talent how to activate their innate strengths and lead their teams toward extraordinary results. She is active in the international executive coaching community and provides pro-bono coaching to leaders in humanitarian organizations across the globe.

Marci has worked as an external consultant in private practice, as well as inside global corporations. Early in her career she held positions in Honeywell, 3M and Arthur Andersen. She was a consultant to Wells Fargo before joining Cargill where she worked for 10 years in the human resources job family developing high potential talent and leading the coaching practice area for organizational development.

### Specialties

- Emotional Intelligence
- Leadership Development
- Executive Coaching
- Corporate Mindfulness
- Mentoring Development
- Organizational Development
- Talent Development

### Industries

- Food & Agriculture
- Financial Services
- Non-Profit
- Manufacturing
- Recruiting
- High Tech
- Human Resources

### Additional

- BA St Olaf
- MA St. Mary's
- St Mary's Board of Directors

### Noted Accomplishments

- 2014 HR Excellence Award from Cargill
- 2015 Guest lecturer at St. Catherine University's Women's Leadership Challenge conference
- Panelist at 12th Annual Executive Coaching Conference in New York in 2015
- 2016 Featured panelist at University of St Thomas

### Certifications

- ICF (International Coach Federation)
- Emotional Intelligence (Korn Ferry)
- Hogan Suite Assessment
- Corporate-Based Mindfulness Training; The Potential Project

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