



## Tim Shaffer

### Co-Founder

Tim Shaffer is a Partner in Arete Coaching Group, a leadership development company equipping leaders to Be BOLD! Be BOLD! Leadership means utilizing conflict productively - speaking the truth even when unpopular – behaving strategically, less tactically – and building a great place to work through open communication, effective feedback and trusting collaboration. Tim’s focus is on providing individual leadership coaching, team coaching, talent consulting and speaking.

During his 29 plus years in business, operations and talent development, Tim has served in a variety of leadership roles in both field operations and strategic corporate positions. He most recently was responsible for Learning, Leadership Development and Performance Management for Hyatt Hotels for the Americas region. He has experience in large-scale organizational change efforts including managing the psychological and emotional impact change creates.

Tim has taken on and resolved complicated business and talent challenges. He has built a strong reputation in delivering talent solutions and results. Tim’s career accomplishments include successes in the areas of culture change, employee development, employee engagement, organization restructurings, talent pipelining and more. He is sought after for his executive coaching by senior leaders. Tim is a master facilitator and gifted speaker.

To complement his executive coaching and team coaching engagements, Tim is certified to administer and coach utilizing various assessments: Hogan HPI, Hogan HDS, Hogan MVPI, LEA360 Suite, Myers-Briggs Type Indicator and Caliper Profile.

Tim is a member of the International Coaching Federation and the Society of Human Resources Management. Tim attended Texas Christian University and majored in Broadcast Journalism.