



Andre Keil

Executive Coach / Leadership Facilitator / Strategic Thought Partner

Andre Keil brings over 20 years of global experience working with executives. He helps senior leaders operate with greater clarity, presence, and influence—particularly during times of growth, complexity, and organizational change. **His focus is C-suite executives and their senior-most deputies in corporate settings—those leading major functions, regions, and enterprise-wide initiatives—as well as high-impact top leaders in non-corporate environments** such as healthcare, education, and research, including Presidents, Deans, Executive Medical Directors, and Senior Administrators.

Background & Industry Experience

Dutch by birth, Andre came to the U.S. at age 12 and has worked extensively across North America, Europe, the Middle East, and Asia-Pacific. He is a Dutch/American dual citizen and bilingual.

His diverse clients have included Google, UNC Health, Kimberly-Clark, Mars, BCG, Federal Reserve Bank, Duke University, Ford, and Sonoco.

While Head of Coaching at the Center for Creative Leadership (CCL), he grew one of the largest and most respected coaching practices in the world. While at the **Center for Creative Leadership**, he managed a \$2.5 million coaching practice and co-led a faculty of over 400 executive coaches in the US. In Europe he led a €1 million 360-feedback project at Novo Nordisk.

In addition to one-on-one coaching, Andre designs and facilitates **enterprise-level team coaching and small group sessions**, focused on cross-functional alignment, leadership development, and cultural transformation. He has guided teams through restructuring, visioning, and high-stakes leadership transitions—often stepping in at critical inflection points when clarity and cohesion are needed most. As coaching practitioner, Andre coauthored **Better Conversations Every Day**, a practical guide that helps leaders bring their teams closer, develop coaching skills, and shift organizational cultures toward greater trust and connection. Prior to leadership development career, he held leadership roles in product management and operations within U.S. and European tech startups, including one that achieved a 3X return on equity.

Coaching Approach

Andre's approach combines grounded presence, strategic partnership, sharp insight and a sense of humor. He is known for helping leaders name what's really going on, cut through complexity, and shift quickly into action. He is certified by the ICF and in a wide range of psychometric and coaching tools, including the Leadership Circle Profile, Hogan, MBTI, CCL's 360 Suite, FIRO-B, and Workplace Big 5.

Example of Recent Coaching Assignments

- SVP (Product Management): Preparing for expanded executive role
- Chief Medical Officer: Mediating conflict across departments
- CFO (Research Institute): Navigating cross-functional politics
- COO: Working through legacy conflict
- New Executive (Start-Up): Managing rapid scale

Education

MA Organizational Behavior, Alliant University

