



## Andre Keil, ACC

Andre Keil blends strategic thinking and operational excellence with hands-on training and coaching skills in his role as Executive Leadership Coach and Strategic Advisor. He has a focus both on transformative leadership development training for individuals and groups as well as experience bringing executive coaching, coaching skills and group coaching into organizations to help create cultures of increased trust, transparency, and improved communication.

### Background and Industry Experience

Andre has over 12 years working on projects within a wide range of industries, including Healthcare, Education, FMCG, Pharmaceuticals, Telecommunications, Chemicals, and Financial Services. Andre held a variety of leadership positions at the Center for Creative Leadership, including running the coaching business for the EMEA region and leading the coaching practice for the US region. In addition to working with an array of large global clients, Andre collaborated on creating new and innovative coach-training programs, recognized with certification by the International Coach Federation. His most recent position at CCL was Director of Coaching and Talent.

Before his current experience in Training and Development, Andre spent over ten years helping build successful technology-based start-ups in California and in Europe, where his professional experience included leadership roles in Product Management, Sales and Marketing, and Operations. He has lived in the Netherlands, Los Angeles, Belgium and North Carolina.

### Focus and Expertise

Andre takes a pragmatic approach to coaching, meeting leaders where they are and applying a variety of methods to either help create behavior-based changes for immediate impact or a deeper level of internal transformation for longer-term impact. He works to create relationships that will allow for leaders to feel both supported and challenged as they drive to create results.

### Coaching engagements have included:

- Executive Coaching: SVP of Finance in support of him becoming CFO at a nationally based FMCG organization sourcing and supplying produce
- Director of major cancer research center at large hospital chain
- Director for Global Operations in large Fin-tech organization
- Coaching Culture: Worked with the C-Suite of a large global manufacturing organization focusing on how to use coaching skills to drive a culture of more transparency and open feedback

### Education

Bachelor's- University of California, Los Angeles

Master' in Organizational Behavior- California School of Professional Psychology (CSPP) at Alliant University

