



Beth Stiner

Beth thrives on working with individuals, teams, and organizations who are continuously striving to be stronger, better, and healthier. She has over twenty years' experience as a leader, consultant and coach in government, retail, manufacturing and healthcare where she has had organizational responsibility for developing innovative talent solutions, and leading large-scale, complex change initiatives created to accelerate the achievement of business outcomes.

Background and Industry Experience

Beth is an experienced executive leader and seasoned professional coach with expertise in organizational development, team effectiveness, change management and talent strategies. Her roles have ranged from leading talent strategy development for a fast growing start up to a Vice President of Human Resources at a \$6B healthcare organization with 50,000 employees where she led the culture and change integration strategy following a \$1B acquisition. Having led large scale change first-hand, she is the ideal partner for leaders looking to bring big ideas to life. Beth has experience working both as an internal leader as well as external consultant with healthcare, manufacturing, construction, retail, government, non-profit organizations as well as with university systems. She enjoys working with clients from around the globe and working with domestic as well as global organizations. As a coach, she has a depth of experience coaching healthcare executives, with a specific focus on physician leaders, human resources executives and high potential leaders.

Focus and Expertise

ICF certified coach since 2005 with education from 5 different coaching schools over the years, including as a master coach for Daniel Goleman's EI coaching program. Eighteen years' experience coaching physicians and health care executives - both as an internal and external coach. Experience coaching at all levels of physician leadership-- Physician CEO's, CMO's, Medical Directors, Department Chairs, Division Chairs, Program Directors, Residency Directors, Residents, etc. Beth coached individually for both performance and developmental reasons, as well as served as a team coach, primarily to groups of Department Chairs and medical group leadership teams. Beth has experience is domestic in community and academic settings, and internationally with academic physicians in almost 20 countries.

Beth has led team effectiveness interventions for groups of Chairs who want to move from independent/ autonomous to interdependent/system thinking leaders. These engagements have been 6-12 months led in partnerships with the Dean of the Medical School. Beth has led Physician as Coach development programs, quick hit program to equip physicians with key skills: listening, powerful questions and curiosity. Beth has led 6–9-month cohort-based physician leadership development programs, which have included live in person sessions, group and individual coaching. Beth continues to offer 3–4-hour workshops to physician leadership groups domestically and abroad.

Education

- Master's Bachelor's in Communication- Michigan State University
- Master's degree in Organizational Development- Bowling Green State University.

