

# CHERI CLAIRE BACHOFER

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## ORGANIZATIONAL/LEADERSHIP PROFESSIONAL

- Over 10 years of experience in leadership development, change management, succession planning, recruiting, and career pathing.
- Experienced in Assessment tools including DISC, RightPath, MBTI, Firo B, Strength-Finders, and 360
- Dual background working with both corporate and non-profit organizations and leaders.
- Delivered well-received keynotes, trainings and guest panelist at international, national and regional venues.

## CLIENT ENGAGEMENTS

IBM  
YMCA

General Electric  
Priority Associates

Pfizer  
PCA

PBS&J  
Care Net

Arbonne  
Campus Outreach

## TESTIMONIALS

“Cheri is gifted in communicating a vision; leading others in developing a plan; and helping to recognize the milestones along the way.” *Marketing Executive, First Protective*

“Cheri does a great job keeping clients focused on their goals and simplifying their lives by prioritizing the things that will help them get what they really want.” *National Vice President, Arbonne*

“Cheri helps leaders think and work through what the issues are, and then gently guides you so that you come up with the wisest way to approach the situation yourself. She inspired me to walk in integrity and think through situations before acting or reacting.” *Senior Director, 4000+ member Nonprofit*

“Cheri helped us ask the right questions and identify road blocks to our success as individuals within our organization and as a team. She also gave us practical insight from her wealth of experience that will undoubtedly enable us to move forward in critical ways.” *Executive Director, YMCA*

## PROFESSIONAL EXPERIENCE

### LEADERSHIP/EXECUTIVE COACH

#### FORWARDING LIFE, NEW YORK, NY, 2005 TO PRESENT

Boutique leadership development/business coaching firm servicing the for-profit and not for profit sectors. Managed a retail practice as well as multiple corporate and multi-client engagements through partnerships with Right Management and Ministry Ventures.

- **STRATEGIC PLANNING & VISIONING** In just 9 months, boosted team dynamics and training/operational efficiencies for state’s largest branch of the YMCA. Through assessment and one-on-one coaching with their Director and entire management team, helped crystallize organization’s value proposition, improve retention, and implement more strategic communications.
- **LEADERSHIP TRAINING & SUCCESSION PLANNING** Raised the bar on staff professionalism at a city’s private school via assessments, one-on-one coaching, and an employee-wide training event. Revamped the performance review process to better clarify goals and align individual objectives with organization’s long-term vision.

## LEADERSHIP/EXECUTIVE COACH (continued)

- **CONFLICT RESOLUTION** For a 4,000+ member non-profit organization, led teambuilding initiative across 4 business units to improve fractured communications. Returned groups to a more collaborative, motivated, and productive cross-functional team through individual and group coaching sessions, team building exercises, and RightPath, Strength-Finders, and 360 assessments.
- **CHANGE MANAGEMENT** Recruited to provide leadership/management guidance to a new Senior Director challenged with turning around a struggling department. Led recruiting, rightsizing, and talent management activities and facilitated a corporate retreat to solidify teams and align department activities with corporate goals. Objectives were achieved resulting in an extended retained agreement with the client and additional leadership development assignments.

## SENIOR PROGRAM DIRECTOR

**BRIARWOOD PRESBYTERIAN CHURCH, BIRMINGHAM, AL, 1997 TO 2005**

4,200+-member not-for-profit organization.

- **ORGANIZATIONAL DEVELOPMENT** Led multiple cross-functional teams and recruited 1,500+ volunteers in support of 20+ ongoing/new programs, breaking all prior records for participation and outcomes.
- **GLOBAL TRAINING & DEVELOPMENT** Delivered well received keynotes, leadership training and guest panelist at international, national and regional venues.

## LEADERSHIP DEVELOPMENT, HUMAN RESOURCES

**CAMPUS OUTREACH INTERNATIONAL, 1990 TO 1996**

Outreach organization supporting 180 universities in the U.S. and abroad.

- **CROSS-FUNCTIONAL TEAM BUILDING** Strengthened team dynamics and organizational efficiencies using exercises focusing on adaptability, time and resource management, and emotional intelligence.
- **EMPLOYEE LIFE-CYCLE MANAGEMENT** Developed new employee orientation, fundraising and leadership development, and onboarding/outplacement coaching processes. Led career development initiatives.

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## EDUCATION & CERTIFICATIONS

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M.A., Intercultural Studies, Birmingham Theological Seminary

B.A., Liberal Arts, Birmingham Southern College

Associate Certified Coach, International Coach Foundation (ACC)

Certified in DiSC, 360, RightPath and experienced with Meyers Briggs, Firo B, People Map

ICF Certified Executive Leadership Coach, Institute of Life Coach Training (CELC)

Certified Career Management Coach, Career Coach Academy (CCMC)