



**Areas of Expertise:**

- Executive Coaching
- Talent Management
- Career Transition
- Leadership Development
- Performance Management
- Organizational Development
- Change Management

**Industry Experience:**

- Defense
- Construction
- Consumer Products
- Financial Services
- Energy
- Telecommunications
- Retail
- Hospitality
- Transportation
- e-Business
- Academia

**Functional Experience:**

- General Management
- International Integration
- Human Capital
- Strategic Planning
- Research & Development
- Operations

**Education:**

- B.S., Texas Tech University
- M.S., Texas A&M
- Ph.D., Texas A&M

**Susan Hanold, Ph.D.**

Susan Hanold is an experienced leader, business professional and leadership development coach. She has a passion for leadership development and wants to partner with companies and leaders that strive to impact the professional growth and organizational development of its employees. As an executive coach, Susan finds ways to positively reinforce good work and encourage regular feedback in order to improve or redesign an individual's contribution in order to meet changing organizational needs.

Susan's career as an executive coach and Organization Development (OD) expert is diverse. She has experience in multiple industries including consumer products, financial services, defense, and energy. She was VP of OD with one of the world's largest investment and financial services firms. In that role, she designed, managed and facilitated the Leadership Development program for all management levels including the senior leadership team. This included facilitating monthly day-long professional development training sessions for senior vice presidents, vice-presidents and managers to address leadership development, succession planning, 360-degree feedback, time management, team building, interpersonal communication, and other leadership skills. Susan provided one-on-one individual coaching sessions with the executive team on speaking skills, financial management, leadership styles, and communications skills through face-to-face, phone, and webinar sessions.

Additionally, Susan worked at Pizza Hut (PepsiCo) on the Management Development team. Susan designed the company-wide coaching model and brand-transparent restaurant management training curriculum affecting over 8,000 restaurants. Susan worked with the leadership team to build a coaching culture. Susan was a Senior Change Management Consultant for Accenture (formerly Andersen Consulting). She began her professional career by pursuing her interest in public school education.

Susan graduated from Texas Tech University with a Bachelor of Science (B.S.) degree in Elementary Education. Susan also earned a Master of Science (M.S.) degree and Doctor of Philosophy (Ph.D.) in Human Behavior with a minor in Industrial Engineering from Texas A&M University.

Susan is an active member of the Society of Human Resource Management (SHRM). Susan has been certified in multiple assessment tools including Ken Blanchard's Situational Leadership Styles.