

# Business Document:

Leadership, Culture &  
Organizational Development








***“Creating Meaningful Change  
Through Intentional Actions...”***



*Dr. Mike Smith*



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# Introduction



My purpose is to help bring alignment, clarity, and hope to individuals & organizations by passing on my numerous years of experience & knowledge through leadership and culture coaching, consulting, speaking, and training.

- Executive Coaching for Leaders & Leadership Team Support
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- Focus on Executive Competencies & Leadership Philosophy
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- Create More Alignment, Clarity, Collaboration & Impactful Communication
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- Design a blueprint to develop Legacy Driven Leaders who are creative & innovative while inspiring others
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**Dr. Mike Smith**  
Founder & CEO

# Services

## Individual & Group/Team Coaching

Because leadership coaching is such a critical part of creating awareness and catapulting growth, while tailoring the journey to each individual or team, Doc has created "TRANSFORM Leadership Coaching - The 4 D's" which is a proven process that combines the art & science of coaching to deliver positive results... every time!



## Workshops & Masterminds

These programs are based on fundamental elements that affect every person (positively or negatively), and they have been designed to educate teams on what the more prevalent psychological barriers are. Additionally, we cover strategies to overcome those barriers which inhibit performance; while simultaneously creating the space for team building & bonding.



Assessments



"Diagnosis"  
& Debrief



Develop



Action



Collaborate



Discover



Bond &  
Build



# My Approach



## Discover

“To Make Known or Visible” through the use of assessments and individual, reflective work.

## Dedicate



“Set Apart for a Special & Often Higher End” by identifying strengths to leverage and gaps to address.



## Develop

“Make Clear in Detail” by creating an Individual Leadership Action Plan (ILAP).

## Demonstrate



“Showing by Action” through executing on your unique ILAP.

# Areas of Expertise



With 30+ years of experience as a leader in the United States Air Force, Berkshire Hathaway and Group CEO of a global coaching company, along with years of formal academic application and research, Dr. Mike has become a renowned expert & thought leader in the following competencies:



**Leadership & Culture Coach**



**Facilitator & Trainer**



**Use of World Class Assessments**



**Consulting, Analysis & Research**

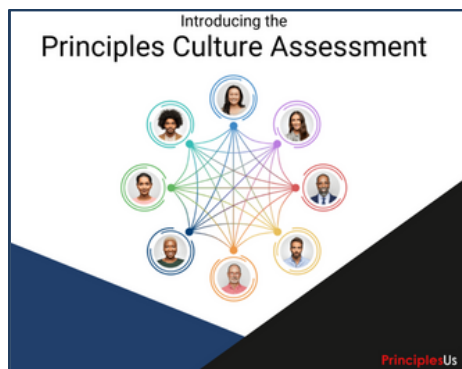


THE NEW PERSONALITY  
ASSESSMENT FROM RAY DALIO



**PrinciplesUs**

THE NEW PERSONALITY  
ASSESSMENT FOR TEAMS



# A Typical Journey Outline



## Phase 1

Assessments, Interviews, etc.



Discovery & Planning



## Phase 2

Leader & Stakeholder Feedback and Input



Design & Development



## Phase 3

Coaching, Team Meetings, Workshops, etc.



Execution & Accountability



## Phase 4

Coaching & Consulting



Ongoing Support



# Credentials & Recognition



- |   |   |
|---|---|
| ① ICF - PCC                                     |  Professional Certified Coach credential issued by the International Coaching Federation                             |
| ② IACS - CPCS                                   |  Certified Professional Corporate Speaker credential issued by the Int'l Association of Corporate Speakers           |
| ③ HRCI Recertification & Conference Provider    |  Approved Recertification & Conference Provider credential issued by the Human Resource Certification Institute      |
| ④ Top Global Executive Coach of the Year - 2025 |  Selected as Top Global Executive Coach of the Year - 2025 by International Association of Top Professionals (IAOTP) |
| ⑤ Executive Coach of the Year - 2025            |  Selected as Executive Coach of the Year - 2025 (HR & Employment Category) by Corporate Vision Magazine (Global)     |
| ⑥ NSLS - Presidential Member                    |  Selected for inclusion as a Presidential Member of The National Society of Leadership and Success                   |





*Dr. Mike Smith*



# Contact Me



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