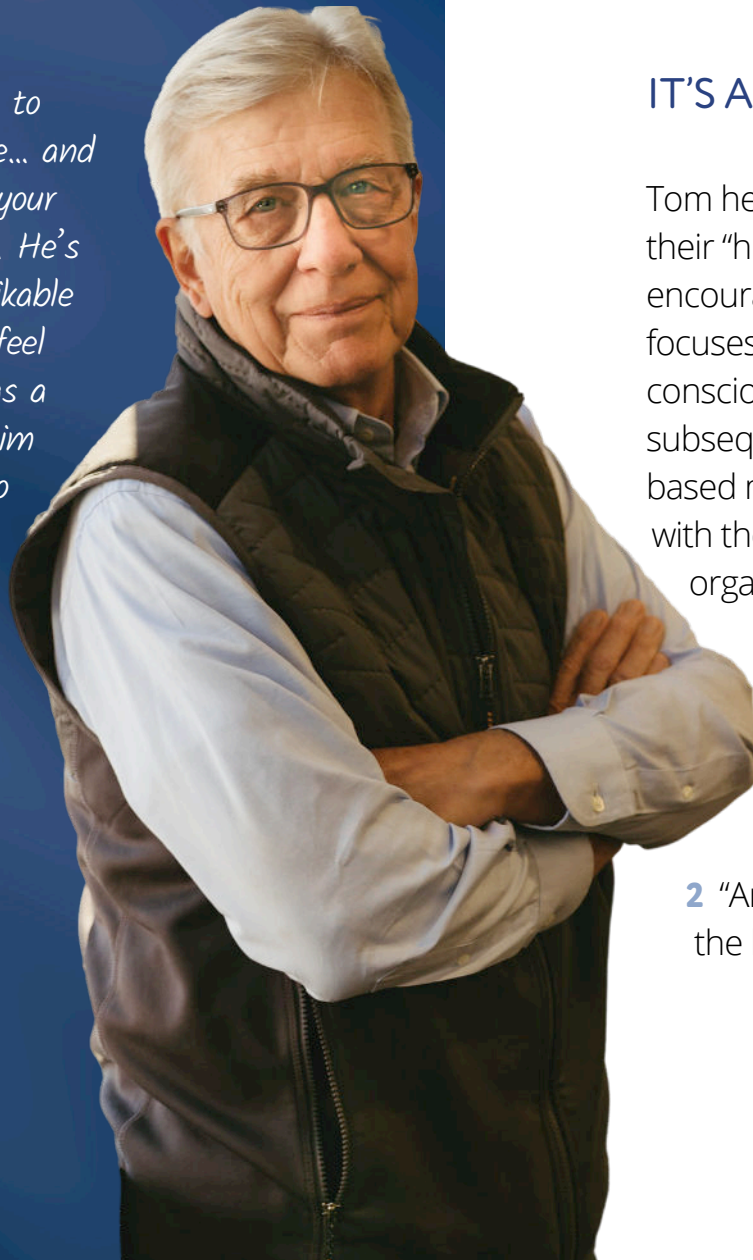


“Tom is a resource to help manage people... and ultimately achieve your business objectives. He’s approachable and likable and makes people feel comfortable but has a direct way about him that people learn to appreciate.”

—COO / Executive Coaching Client



TOM SHENK

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IT'S ALL ABOUT RELATIONSHIPS

Tom helps clients and their companies optimize their “human resource” through skill development, encouragement, and candid executive coaching. Tom focuses on C-suite executives, awakening them to conscious leadership. His deep expertise enables him to subsequently ensure the permeation of proven, behavior-based models to leaders throughout the organization with the goal of creating healthy cultures from which organizations thrive and perform.

Two key principles inform Tom’s approach:

- 1** “Leadership is relationship and relationship is everything”
- 2** “Are we as leaders behaving in a way that encourages the best from others?”

THERE IS NO MYSTERY ABOUT WHAT MAKES UP HEALTHY COMPANIES

Tom is an expert facilitator, setting in motion and strengthening participants' journey from unconscious leadership to conscious leadership. By creating a psychologically safe setting, Tom "ups" the game and mirrors what he coaches: listening, reflecting, and being courageous in engaging with and among participants. Tom has a unique style that unpacks what a person already knows before adding a new perspective or solution. In this way people feel heard, understood and are ready to learn something new. Little time is wasted. Candidly sometimes he comforts the afflicted and sometimes he afflicts the comfortable. His bottom-line measure is that through transforming leadership behavior, employee engagement and results soar.

"The net benefit of working with Tom is that he helps me think through things and understand underlying issues, to come out with a plan."

—President and CEO / Executive Coaching Client

Tom's studies in Organizational Development and Organizational Behavior were the impetus for his transition to leadership consulting. He is convicted that "healthy people lead healthy companies" and has focused his career on doing just that. Tom has over 30 years consulting experience and his impact extends from small companies seeking to grow to large organizations embarking on major change. One of Tom's special gifts is facilitating year-long leadership programs for the organizations with which he engages.

His experience is that there is more damage done in the world by people taking offense than there ever will be by giving offense. He believes that forgiveness is the inhale and gratitude is the exhale. Forgiveness begins with self-forgiveness from which healthy leaders and people emerge.

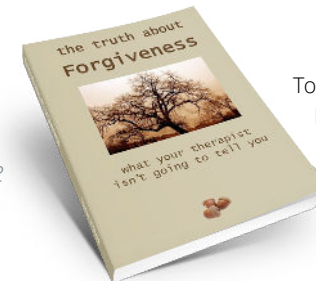
Tom was born and raised in Pasadena, California. He is a devoted husband to his wife Kit, and father to his two sons, John and Robert and a grandfather to 5 boys. Tom is an active leader in his church where he teaches topics ranging from communication to parenting. Tom is an avid skier, golfer, tennis player, and lest this biography be incomplete, he would prefer to fly fish than do anything.

AREAS OF EXPERTISE

- Applied Radical Candor
- Assessment Coach
- Assertive Communications
- How to Have Important and Difficult Conversations
- Candidate Selection and Cultural Fit
- Change Leadership
- Conflict Resolution and Management
- Executive Coach (for C-suite and high potential leaders)
- Leadership Development
- Motivation Theory and Practice
- Organizational Behavior
- Developing an Engaged Culture of Shared Leadership

"Tom is really part of the fabric of our company and he has been a great hand in developing our leaders. Our engagement scores, retention and business results are the evidence."

—COO / Executive Coaching Client



Tom authored the book "the truth about Forgiveness."

EXPERIENCE

- Wells Fargo
- European American Bank
- Adjunct Professor, University of California Los Angeles, Extension Program
- Guest Lecturer, California State University Long Beach

EDUCATION

- Bachelor of Arts in Political Science, University of Southern California
- Master of Business Administration, Pepperdine University
- Master of Science in Organization Behavior, University of Southern California

To meet Tom and book a consultation, call +1-310-515-7555