



Cathy Smith, M.A. LPC, CPC, Inforum Speaker

*"The best teachers are those who *show you where to look*, but *don't tell you what to see*"- Alexandra K. Trenfor*

Career Summary

Cathy Smith has served over 20+ years to support human resources organizational development, best fit talent development, leadership coaching and succession programs, corporate university development and employee engagement strategies. Cathy's focus is to build inspiring, influential, character based leaders, through coaching, learning programs, and experiences by aligning organizational goals and individual values to create "best fit" = engagement.

Cathy's style is warm, supportive, strategic, and integrity driven. She is highly respectful of individual leaders' both known and undiscovered strengths, and identifying what motivates and energizes them. She also assists adventurous clients' in the discovery of what internal barriers might be keeping them from reaching their highest potential and levels of engagement.

Client, Organization, and Industry Experience

Cathy has a diverse background in private industry banking, non-profits, higher education, K-12 education, government, and healthcare. Cathy has also served as a business/ education/ workforce development /"Change Consultant" for multiple countywide public education consulting firms. She has also collaboratively partnered with workforce and economic development agencies, the MI. Dept of Labor, MI. Dept of Education and multiple county governments throughout the State of Michigan.

Leadership Experience

Cathy has served as a senior level organizational leadership development/ change consultant. She has served in various partnerships with senior leadership in multiple organizations to collaboratively create and implement corporate university, high potential leadership succession / development executive coaching programs in healthcare, higher education, and governmental settings. She has also served as an executive leadership coach for physicians, nursing leaders, philanthropic, and private business owners, banking, both locally and through state and national consortium.

She has also held various board/ council leadership positions including the National Center for Healthcare Leadership – Physician Leadership Development Council, National Center for Healthcare Executive Coaching Councils, National Career Readiness Certificate, and the Michigan Career Development Association and the Career Transition Ministry consortium. (Oakland /Wayne County)

Memberships, Certifications, Publications, Education, Licenses, and Fun!

- Inforum - Women Leadership Development – Professional Association Speaker Bureau
- Certified: Performance Consultant - and - Certified Master Trainer - Langevin Learning
- Certified : Vital Smarts Trainer- Influencer, Crucial Conversations, Change Anything
- Qualified: Myers Briggs – Coach / Training Session Facilitator
- National Center for Healthcare Leadership, Best Practices : Physician Leadership Programs 2015
- M.A. LPC- State of Michigan, Licensed Professional (Career) Counselor – Oakland University
- B.S. Human Resource Training and Development / Management – Oakland University
- *For Fun/Balance: Cathy is a Master Quilter, loves interior decorating / design and remodeling*