

Wilbur “Bill” Harmon
CEO, Managing Partner
Executive Coach 

Overview and Strengths

Bill Harmon, Executive Coach with Promark, brings over 36 years of corporate and consulting experience as a recognized C-Suite leader, Sales & Marketing Executive, Board Advisor and identifier, acquirer and developer of top talent and high-performance leadership teams. Bill partners with his clients to enable them to achieve their next level personal, professional and corporate goals.

Prior to joining Promark, Bill launched an independent human capital consulting and executive coaching firm. An accomplished executive, his firm collaborated with early stage technology start-ups, fast growing technology and industrial concerns as well as mature companies facing market and talent competition. A strong organizational and talent development professional, this subject matter expert effectively integrates Human Resources best practices with business entity goals. Extensive leadership development experience at all levels ranging from C-Suite to HiPo talent. Broad experience in a variety of industry settings and environments ranging from high tech to manufacturing, publicly traded and privately held, union and non-union, international and domestic as well as corporate and philanthropic Boards of Directors.

Coaching Philosophy

Bill helps his clients reach their next level by keeping things simple: Determine where they are at; what they want to accomplish and what it will take to make it happen. Clients appreciate his encouragement and candor that deepens their understanding on what it will take to be successful. Grounded in absolute confidentiality, the coaching relationship is enhanced by trust and a mutual desire for success.

He is committed to facilitating the change management process and helping others to develop workplace and cultural competencies to drive results. His years of experience selecting, developing and leading senior leaders, allows him to adapt his coaching to match the corporate culture in which his client will execute.

Specializations

- Executive Coaching
- Leadership Development
- Talent Acquisition
- Culture & Change Management
- Organizational Effectiveness
- Succession Planning
- M&A HR Due Diligence
- Performance Intervention
- Career Transition

Sample Client List

- Consol Energy
- ANSYS, Inc.
- Mackin Engineering
- Qlicket
- Carnegie Mellon University
- Sunny Days, Inc
- Verretec Composite Materials
- CSC Consulting
- Procter & Gamble



Professional History

Over 36 years of corporate experience in:

- Global Senior Leadership in public and private organizations.
- P&L, Operations, Sales & Marketing, Human Resources, Talent Management
- C-Suite Team Development
- Team Performance & Sales Leadership Coaching
- Succession Planning
- Career Services & Transition Coaching
- Talent Acquisition & Development
- Executive Search
- Career Services & Transition Coaching

Educational Background

The Ohio State University, Columbus OH

- Bachelor of Science in Business Administration
- Human Resources Management
- Psychology/Sociology

Industries Served

- Global Information Technology Consulting
- High Technology, Software
- Engineering
- Financial Services; Banking
- Manufacturing
- Oil, Gas & Energy
- Non-Profit; Social Services; Religious
- Startups to Fortune 500

Coaching Highlights

Executive Coaching and consulting highlights include work across industries in leadership development, talent and performance management, sales & marketing leadership, and building dynamic organizational cultures. Bill holds deep knowledge and experience in leadership, culture and change management, and brings years of experience in career development work along with coaching those in transition.

Coaching Examples

Bill coached an **CEO of a major Transportation Services Company** struggling with talent gap issues associated with Senior Leadership transition. Faced with a decision to sell the Company or invest heavily in talent development, the CEO chose to learn more about his current team before making the decision. Through a series of assessments and intentional skills development challenges for each of his team, in which the CEO also participated, it was discovered leaders did not have a forum or opportunity to present new opportunities to grow the Company. Coaching the CEO enhanced collaborative capabilities and the importance of delegation resulted in the decision to expand the Company operations five-fold in two years. Leadership was realigned for the new challenge and new competencies developed by all leaders reduced turnover by over 35%.

Executive development was of great concern to a **CEO at a global manufacturer of high-tech composites**. Faced with expanding his scope while priming the company for significant growth, he engaged in coaching to develop his perspective and foster skills as a transformational leader. Utilizing a battery of assessments to establish a competency baseline and leadership style understanding, Bill assisted his client to uncover core issues relating to how he was perceived in his former role and calibrate how he was perceived by his new direct reports and peers. He provided coaching in distinct areas that allowed him to build confidence in his new role while managing new processes and deliverables, all while maintaining a strategic lens. The result of coaching was the client being seen differently by colleagues and his adapting to the role in a way that drove results and expanded the operation.

A **Corporate Controller** of a growing global software provider was not understanding the difference between asking a question and questioning. This lack of discernment resulted in communication dysfunction and concerns regarding cultural understanding. After extensive assessment testing and interviews with superiors, peers and subordinates, feedback sessions helped to develop a culturally appropriate communication style and behaviors that went beyond his previous task orientation to developing relational skills and sensitivities. Barriers to promotion were addressed and career growth accelerated.

Commissioned by the Board of Directors to work with an **Executive Director** of a floundering non-profit struggling with making hard decisions and projecting life into the vision for the organization to assess whether a transition was necessary. A series of unstructured interviews were conducted and feedback coaching provided to address executive presence, vision communication and conflict management shortcomings. A three-month action plan was instituted with thirty-day milestone reports. After a short period of time, the Senior Leader and the non-profit turned around the confidence of the Board, staff and donors.

Coached a **Senior Director of a Financial Services Company** who had difficulty discerning the difference between candor and caustic. Her opportunities for advancement were limited due to being labeled as “where good ideas go to die a violent death” Through coaching and feedback she worked on how she provided feedback, responded to challenges and developed strategies to repair relationships damaged by past encounters. Under her new approach, her team went from bottom 10% and at risk of being dissolved to Top 1% in one year.