



Barry Schlosser, PhD

Barry Schlosser is Chief Executive Officer of Strategic Executive Advisors, LLC, a professional services firm founded in 2008 that provides executive advisory and talent services for leadership and enterprise development. His work spans the range from C-level to new professionals, partners and directors. He is a seasoned advisor and coach for executives and a consultant for organization-wide transformational initiatives.

He has worked with executives from national and global organizations (including those within technology, finance, operational, legal, audit, investment banking, wealth management, consulting, real estate, entertainment, private equity, marketing and communications, and business development functions), local municipalities, healthcare environments, and various other settings during his career. Representative client engagements have included projects for Deloitte (US and global), Bingham, JPMorgan Chase, JPMorgan Partners, Wachovia, Citi (related to the *Coaching Impact* study), Hudson Scenic, Thomson Financial ESG (now Omgeo), BJ's Wholesale Club, the Episcopal Church Pension Group, UBS, the PMT Group and many others. Dr. Schlosser has particular expertise working with clients in the professional and financial services world.

In addition to organizational advisory consultations with senior management and executive coaching, Dr. Schlosser's engagement experiences include group facilitation, team development, culture enhancement, special project interviewing, ROI/impact research, program evaluation, selection, and assessment of groups and individuals for a variety of purposes. He has broad skills in designing and employing assessment programs and instruments to capture and interpret information about people's beliefs, behaviors and life/work context. He has provided career assessment, feedback and guidance services for an extensive range of individuals across a substantial variety of employment sectors.

Advisory and Coaching Specialties:

- Helping "Reserved or Introverted Leaders" reframe their style and develop needed capabilities; e.g., when a given leader is viewed as standoffish, or not fully in role, or too introverted, or reticent to step up and take hold of the reins of leadership.
- "Turnaround" coaching for leaders whose careers are under duress.
- Advising leadership on accomplishing matters of crucial importance through the use of advanced teaming by working directly with the leader and team members, or by reaching the team through the leader.
- Helping executives, partners, directors and technologists fulfill their current positions or transition to new roles of strategic importance.
- Guiding professionals with a professional services or technical background to cross the bridge from serving as individual contributors to better leveraging themselves as broader contributors and/or leaders.

Dr. Schlosser is one of the four principal investigators in the groundbreaking *Coaching Impact Study* in concert with Cambria Consulting (beginning in 2004) and is senior author of the study's

surveys; an article about this work has been published in the *International Journal of Coaching in Organizations* and in 2007 was named one of the best nine articles in the journal's publication history. He has also served as a coaching program design advisor for Deloitte and UBS, and is one of the founding members of the Coaching Coalition – since 1999, an ongoing network forum for knowledge sharing comprised of executive coaches and senior HR/talent development leaders.

Dr. Schlosser has frequently presented at workshops and professional meetings, authored or co-authored many national publications and presentations, served as an editor, as well as an editorial board member. Some recent highlights: He is co-author of an invited chapter about the *Coaching Impact Study* in a book published in November, 2010 by Wiley/Jossey-Bass entitled "Advancing Executive Coaching." He served as guest co-editor of a theme issue of the *International Journal of Coaching in Organizations* on "organizational coaching and communications" (fall, 2009). Along with co-presenter Derek Steinbrenner, he presented research findings on the "coaching relationship" at the 2009 annual Society for Industrial and Organizational Psychology (SIOP) conference and was an invited speaker at SIOP's October, 2008 *Leading Edge Consortium* on executive coaching.

From 1988 to 2002, he served as a regular columnist on technology, assessment and related topics. Dr. Schlosser has been interviewed on a range of topics by numerous writers for popular publications and has developed the concept of *The Coached Organization*[™]. Dr. Schlosser is currently writing a book about *LinchPin Leadership*[™] with individuals and teams. Over the years, he has belonged to numerous professional organizations including having been a member of the Council of Representatives, the top governing body of the American Psychological Association (APA). He was also the first Internet Editor for the APA's Division of Independent Practice (for which he also served on the Division's Board of Directors). Dr. Schlosser has been exclusively devoted to executive coaching and related consulting since 1999.

Dr. Schlosser earned a BA in psychology from Emory University, Atlanta. He holds a doctorate in clinical/community psychology and a MA in experimental psychology, both from the University of South Florida in Tampa. He also has a substantial background with video, audio and computer technologies (his first published article, 1976, was about advanced recording studio technology) and has been a drummer for many years (providing an invaluable skill set for pacing, listening and connecting!). His research interests include questionnaire construction and understanding the elements of success. He is developing an easy-to-use tool kit which includes the *Coaching Focus Inventory*[™] along with other materials to support coaching engagements.

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