

Vicki Staebler Tardino, PhD, PCC, BCC



Vicki is an independent consultant and co-founder of *Executive Success*, a joint venture delivering development solutions to executives and high potential leaders. She brings to her clients nearly two decades of experience designing and implementing systems and processes to identify and develop leadership talent and to improve the effectiveness of individuals and work groups. Coaching leaders and teams to higher performance has been a consistent thread in this work.

Vicki's career has included internal consulting and development roles with Boeing, Maritz, Ameren, Trans World Airlines, GenAmerica Financial Services, and Center for Organizational Learning and Renewal. She is an experienced executive leader, having had responsibility for enterprise-wide leadership and organization effectiveness and talent management processes for two organizations. As an external consultant, Vicki has supported the goals of a

variety of public, non-profit, and government organizations independently and in partnership with other consultants.

In addition to her consulting and coaching, Vicki has taught original coursework in organization development and assessment in the Organizational Leadership and Development masters program at Maryville University. She has been a frequent speaker for regional events and for national gatherings of the Society for Industrial and Organizational Psychology and is a current Board Member for the International Coach Federation (ICF) New England. She volunteers her expertise in leader selection for the Global ICF as well as provides pro-bono coaching to senior executives of two non-profits. Vicki is a published author with book chapters in the areas of emotional labor and personality and team development.

Approach & Focus

Vicki brings her leadership experience and her training as an organizational psychologist together for a practical and evidence-based approach. Her clients experience her as caring, insightful and having an ability to get to the heart of the matter. She has partnered with teams, aspiring leaders and leaders of all levels-- from front-line to C-suite--to help them achieve their unique goals with support and challenge. Her specialties are high-potential leader development, experience-based leadership development, and enabling effective leadership transitions.

Education

Vicki earned a Ph.D. in Industrial-Organizational Psychology with distinction from Saint Louis University, a MA in Applied Psychology from Southern Illinois University-Carbondale, and a BA in Psychology from University of Massachusetts-Amherst with an emphasis in Clinical Psychology. Her doctoral areas of specialization included emotions in the workplace/emotional intelligence and organizational and team learning.

A lifelong learner, Vicki has completed advanced training across a number of areas including Strategic Planning, Organization Design, Strategic Organizational Change, Systems Thinking, Succession Management, Appreciative Inquiry & Positive Psychology, Productive Dialogue, Group Facilitation, Conversational Intelligence, Leadership Coaching and Developmental Coaching.

Credentials

Vicki completed Business Coach training certification with B-Coach and earned a Graduate Certificate in Executive and Professional Coaching from the University of Texas at Dallas. She holds the International Coach Federation credential of Professional Certified Coach (PCC) and is a Board Certified Coach (BCC) with a specialty in Executive/Corporate/Business/Leadership coaching. She has accumulated over 1350 hours in coaching individuals and teams. Vicki also holds two senior professional certifications in Human Resources (SPHR and SHRM-SCP).