



Phillip Shero, Ph.D.

CORE COMPETENCIES

- Executive Leadership Coaching
- Strategic Planning
- Process & Change Management
- Organizational Development
- Team Dynamics & Performance
- Executive Assessment

BUSINESS PROFILE

President, MasterMinds Leadership

Executive Coach & Consultant, Fort Worth, TX

2014-Present

- Ongoing leadership coaching & consulting with top executives in business and nonprofit orgs.
- Accomplished in developing healthy team cultures and raising team accountability and performance.
- Experienced and retained in executive assessment & talent matching.
- Regularly assesses and trains senior managers and executives in leadership competencies.
- Certified Professional Behavior Analyst (CPBA) as well as certifications and training in multiple instruments (DISC, Emotional Intelligence, Driving Forces, Competencies, Acumen, & Stress).

MANAGEMENT CONSULTING EXPERIENCE

- Regularly facilitate strategic planning for companies with annual revenues up to & exceeding \$100M.
- Operational planning for Dallas-based international business resulting in their products being carried by Neiman Marcus.
- Conduct executive strategy sessions to define and benchmark performance for key positions (CEO/President, Vice President, Director) and identify talent match. Retained by one organization to create strategy to replace President and four senior executive positions.
- Board set-up, development, and Board-CEO dynamics with multiple organizations.
- Resolving conflict and alignment in executive teams, leading to 20% revenue growth in one organization within 18 months after 8 years of no growth.

LEADERSHIP COACHING EXPERIENCE

- Consistently re-engaged because of demonstrated results in leadership performance and success at leadership awareness and behavior change.
- Consistent focus on top executive and C-suite in coaching client base across industries:
 - Managing Partner of Fort Worth's largest fully local accounting firm
 - CEO of multi-state food services company
 - CEO of international fashion company
 - CEO of a regional lending organization
 - Owner/President (and senior management team members) of 30-year construction firm
 - Owner/President of 30-year manufacturing company
 - President of oil & gas services company

EDUCATION

Regent University, Virginia <i>Ph.D. in Organizational Leadership</i>	Graduated 2014
Brite Divinity School @ Texas Christian University, Texas <i>Master of Theological Studies</i>	Graduated 2004
Harding University, Arkansas <i>Bachelor of Arts, Bible & Religion</i>	Graduated 1996

RECENT PUBLICATIONS & PRESENTATIONS

- *Influence Boards Don't Know They Have*. Article published by Nasdaq Governance Clearinghouse, October 3, 2017.
- *Lean into the storm: Leading with courage through conflict*. CPE accredited presentation at the Aspire Institute, Dallas, TX, October 5, 2016.
- *Introduction to Strategic Planning*. CPE accredited presentation at the SOVARE Institute, Dallas, TX, July 26, 2016.
- *Elders against the state: The case of Gisu clan elders reclaiming a coffee cooperative*. Chapter in edited volume, *Leading an African renaissance: Opportunities and challenges*. Palgrave MacMillan, 2016.

PRIOR WORK HISTORY

hireMAX, Fort Worth, Texas <i>Vice President of Leadership & Business Excellence</i>	2014-2016
LivingStone International University, Mbale, Uganda <i>President (Vice Chancellor)</i>	2010-2013
LivingStone International University, Mbale, Uganda <i>Director of University Development (Executive Director)</i>	2006-2010
Mbale Mission Team, Mbale, Uganda <i>Various roles up to Director of Rural Outreach (Kenya, Uganda, Tanzania, & Sudan)</i>	1998-2006

PROFESSIONAL ASSOCIATIONS

- International Leadership Association (ILA).
Member since 2010. Speaker, panelist, and moderator at annual convention.
- Northeast Tarrant Chamber of Commerce.
- Rotary Club of Fort Worth International.
Member since 2009. President 2015/16.