

Teri Hill, M.Ed., Speaker/Performance Consultant/Executive Coach
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Summary of Qualifications:

- **Leadership Training & Development** – I have had the privilege to **LEAD, inspire, MANAGE, and DEVELOP hundreds of executives, managers, and staff members in a variety of industries.** As a champion of focused development I created the first multi-rater assessment and development program at Dell Computer Corp. coached over 35 Executives and Teams during 100% year on year growth. Facilitated training across the globe in numerous Fortune 500 companies; topics including: Presentation Skills, Presenting Compelling Business Plans, Strategic Implementation, Leadership, and Coaching. Proficient in Birkman International Development Assessment process, 360 degree or multi-rater assessment; and Lominger, International Leadership & Organizational development tools.
- **Coaching**– Over 20 years experience working with business owners, entrepreneurs, corporate leaders, federal, and non-profit executives, and political figures in defining & implementing strategy, communicating effectively, emotional intelligence, designing organizational structure, driving results, and accelerating personal/professional development. Birkman certified to assess key talent, potential hires, and people in transition.
- **Speaking**- Cumulative 25 years in experience in inspiring audiences. Employs a fun, facilitative, yet no- nonsense style to encourage action, inspire change, and promote self-awareness. Vistage Expert Speaker and NSA member
- **Performance Management** – Over 15 years experience putting together performance management programs for small businesses through Fortune 500 business units. Manage the implementation of formal job descriptions, job grading, performance plans, performance feedback for internal customer excellence program and salary planning process for mid size company. Facilitate pay for performance programs in multiple small and mid size companies. Produced monthly HR Metrics for Safety and CE.
- **Strategic Planning /Missions, Visioning, Values Creation**– Leading strategic planning, development and implementation for small business, various new programs in large corporate environment s, small companies, non-profit organizations, and at the individual level. Exceptional at identifying and promoting key values as well as performance and financial metrics that transform stagnant and emerging businesses.
- **Meeting Facilitation & Team Development** –Increased levels of trust, communication, and problem solving by facilitating teams at multiple levels in organizations to achieve: top performance in department goals, consistent processes to promote organizations goals-accountability, process re-engineering, strategy implementation, as well as project planning and management. Exceptional at enhancing leadership team performance.
- **Human Resources Management** – Created and managed HR Departments for small companies, putting in professional management system including job definitions, performance planning, evaluation, development; salary planning; documentation, re-sizing, and professional hiring practices; producing monthly HR metrics. Facilitate succession planning for multiple high growth businesses including sales, manufacturing, and engineering.
- **Management Development**– Over 15 years experience facilitating highly rated programs for Dell Computer, 3M, Motorola, Advanced Micro Devices, KPMG, Texas Department of Health, and multiple public, small, and private businesses. Curriculum included- Manager Orientation, Situational Leadership, DDI Techniques & Strategies for High Involvement, Coaching, Competency Based Interviewing, Action Planning, Performance Improvement, Team Building, Career Development, Presentation Skills, and Covey Seven Habits for Highly Effective People.
- **Staff Training & Development** – Exceptional at design and delivery of training and development programs. Led performance consulting and improvement department for \$2 B. organization growing at 120% year on year in areas of new hire, legal, product training, management, sales leadership, coaching, communication techniques, and account planning, . Organized and managed teams in producing multi-site trainings for over 900 Field Sales staff; managed multiple training and development departments while establishing myself as a consummate team player in each organization I have been associated with. Over 20 years experience in Training and Performance Consulting..

Job Experience

Jan. 2005 to Current – T.H.Enterprise, President

www.terihill.com

- **T.H.Enterprise is a One-Stop Performance Accelerator.** We are dedicated to unleashing the power in individuals, teams, and organizations through leadership training and facilitation, strategic planning, meeting facilitation, performance consulting, coaching small businesses, executives, emerging leaders; and entrepreneurs, training and development, and speaking engagements.

Past Positions, Education, Certification, Accomplishments on pg. 2

Jan. 2001 to Jan. 2005 – Director, Corporate Dvmnt., Pacific Bearing

www.pacific.bearing.com

- Coached the CEO and founder in establishing company mission, vision, values and a strategic planning process to transform the privately held entrepreneurial job shop into a professional managed corporation.
- Managed the Human Resources Dept. for this manufacturing company through 5 job re-structures and 4 lay offs to sustain 13% growth during a time the industry was shrinking and outsourcing manufacturing overseas; and to poise organization to grow 35% year on year from 2003 through 2005.
- Performance Management- Create& implemented a system to define and document all 125 jobs in 90 days with minimal staff and cost. Created & implemented performance management systems to include and monthly feedback, and annual appraisals in job skills, performance to strategic initiatives, and demonstration of company values.
- Trained and coached senior leadership and emerging leaders. Over 25 hrs/year training; 100 hrs./year coaching
- Implemented competency based hiring, coaching, and Individual Development Planning (IDP) processes.
- Implemented Manager In Training program to successfully fill internal supervisory positions.
- Hired in a new Senior Management Staff

Dec. 1994 to Jan. 2001- Dell Computer Corporation

- **Senior Training Consultant- Global Executive Education** *Jan. 2000- Jan.2001*
Increased the output of delivery of Executive programs by 50%- including facilitation of- Presentation Skills, Strategic Planning; Presenting Compelling Business Cases; Monthly Global Executive Orientation working with Office of the Chair & over 50 Executive VP's as guest speakers; developed and coached the Executive Presentation Committee to dramatically increase internal delivery of programs; championed work with Line HR on aligning succession and development efforts with global learning.
- **Senior Training Consultant/Manager- Public & Large Corporate Sales** *July 1996- Jan.2000*
Managed a team of 4 Trainers and budget of 2 M. in development and delivery of programs including New Hire Sales, Product Training, Selling Skills, Sales Coaching, Strategic Account Mangement, Advanced Technical Certification for over 4000 Sales makers; developed a first Fast Track to Sales Management for business growing 100% year on year led to 150% increase in internal promotion. Liason to Customer Experience and BPI (Business process improvement)Teams on Sales implementation and metrics. Led the design, facilitation, and logistics of Field Training efforts in multiple cities for over 1000 Field Sales Reps.
- **Training Specialist- Mgmt./Leadership Development- Dell University** *Dec. 1994- July 1996*
Facilitated the first corporate wide role out of Performance Planning and Appraisals process to over 15 business units; created and facilitated multi-rater Executive and Team development for over 50 Teams; taught over250 hrs./year Manager Orientation, Situational Leadership, Coaching for High Involvement, Conflict Management, Writing Quality Performance Objectives.

June 1989- Jan. 1999- Owner Total Wellness: Strategies in Personal and Organizational Health

- Personally coached over 75 executives, political figures, small and large business owners and domestic engineers in taking steps to improve their personal health, weight, relationships.
- Hired and managed a group of trainers and wellness consultant to build customized wellness programs to bring down healthcare costs and increase employee satisfaction. Reducing absenteeism by over 30 %.
- Facilitated numerous highly rated and attended seminars and key note presentations on wellness topics.

February 1988- April 1992: Behavioral Health Educator, Austin Diagnostic Clinic

- Trained over 300 patients in lifestyle changes to reduce medical risk factors
- Consistently maintained one of the highest success rate for health risk factor reduction in national program
- Started the Clinic's first Corporate Risk Factor Management Program
- Managed caseload of up to 75 patients for 1x1, small, and large group behavioral modification work

Education

BA Psychology- Magna Cum Laude
University of New Mexico 1985

M.Ed. O.D.-Adult, Human Resource Leadership
University of Texas 1992

Trusted Advisor & Expert Speaker for **Vistage-** World's Leading Chief Executive Organization

Certifications/ Accomplishments

- Strategic Executive Education

- Covey Seven Habit- Leaders

- Presentation Skills

- Develop Dimensions, Int.

- Coaching, Performance Planning & Improvement

NSA Member- national and local

- Behavioral Interviewing

- Managing Organizational Change

-President- American Society of Training/Dvmt.

- President- BNI Round Rock

- Past Board member of W.C. Human Resource Management Assoc.

-Certified Performance Consultant- UT

-Director- Agora Crisis Center

- Small Business MBA

- Birkman International Assessment includes Multi-rater & Career Dvmt. and team profiles