
Cathy A. VanLeit, M.A.E.L., CPCC, MCM
Principal, VanLeit Consulting, LLC

Cathy is a highly effective leadership development and executive coach credentialed through the International Coaching Federation. Her 35 year experience spans a variety of industries including municipal government, manufacturing, and two decades with Human Resources for Medtronic, PLC, the largest medical technology company in the world. Her professional experience in Quality, Marketing, Regulatory, EHS, and R&D gives her in-depth knowledge of and experience in project team facilitation, leadership training program development, organizational development consulting and Master Change Management. Cathy has hundreds of hours of experience in executive coaching, serving others as a catalyst to help them discover who they are, what talents they have and what path they need to take in becoming who they wish to be as leaders. Her talents as an executive coach consistently serve to advance personal success and professional accomplishment.

EDUCATION:

M.A, Executive Leadership, Christian Brothers University

B.B.A., Belhaven University

PROFESSIONAL CERTIFICATIONS:

Master Change Manager, CAP (GE Change Acceleration Process)

Co-Active Trained Coach, CTI (The Coaches Training Institute)

Executive Certificate of Ethical Leadership, Christian Brothers University

Project Management Fundamentals

SUMMARY OF ACCOMPLISHMENTS

Talent Development and Training:

- Developed successful New Leader Orientation program for new and transitioning people leaders
- Led the development and launch of an interactive manager toolkit to provide resources for communication, hiring and promotion strategies, employee recognition, career development and work/life balance.
- Served on the *Career Development For All* and *Leadership Expectations* launch team and developed supplemental training options with facilitator guide for virtual and classroom sessions.
- Developed an internal talent management system for tracking high performing talent
- Facilitated workshops for career development, manager coaching for performance, decision making, New Employee Orientation, Sales Training Orientation, as well as corporate program launches.

Change Management:

- Served as the change management consultant for the Medtronic/Covidien Integration team, the *Sales Capacity and Loaner Efficiency* pilot (SCALE), Speed to Scale and business realignment

Project Management/Process Improvement:

- Served as the project manager of the HR Process Excellence program responsible for leading cross-functional HR business partners and project coordinators

Employee Engagement/Organizational Culture:

- Successfully led the development of the Spinal Training Review Board, chartered by HR and Quality and served as co-chair to provide governance and monitoring of all required training assignments in representing the business during internal and external audits.
- Chaired and led an internal Engagement and Inclusion team to establish a shared vision and efficacy of the HR team
- Served as the project manager of the HR Process Excellence program responsible for leading cross-functional HR business partners and project coordinators

Corporate Experience:

Medtronic, PLC

Sr. HR Business Process Improvement Analyst , Leadership Development Coach,
HR Manager, Administrative Services Manager

Awards

HR ASPIRE Award, 2013

Finalist, Spinal Circle of Excellence Awards

Finalist, Spinal Circle of Excellence Award

Medtronic Focus Award, Employee of the Year, 2003

PROFESSIONAL AFFILIATIONS:

Board Member, MIFA (Metropolitan Interfaith Association), 2011-2015

MIFA Meals Committee 2011- 2015

Chair, Medtronic Contributions Committee (liaison to Medtronic Foundation) 2001-2009

International Coaching Federation

Coaching Clients include:

Medtronic, PLC

Metropolitan Interfaith Association (MIFA)