

Kate Kriynovich

Columbus, Ohio
(614) 488-4659

COACHING EMPHASIS: Those seeking career transition, vocation direction, ideal mate attraction, Universal Law practice, or spiritual development.

PROFESSIONAL SUMMARY

- Coaching and consulting expertise in both individual and team development
- Seventeen years of progressive management experience, business line and HR functions
- Department responsibility for budget development, planning, and resources allocation
- Recruiting, hiring, developing, and performance management background
- Responsibility for employee relations and work issues resolution
- Constructed career development services for employee/management retention
- Championed workplace initiatives such as inclusion and diversity
- Designed and delivered internal Employee Assistance Program benefit

PROFESSIONAL EXPERIENCE

LIFETREK, INC, Columbus, OH
Corporate Consultant and Coach

Feb 2002 to Present

Responsibilities: Consult with corporate clients to assist them in team, employee, and executive development. Use methods such as assessment, workshop facilitation, and coaching to partner with both individuals and organizations for goal achievement. Coach individual clients in support of their exploration, decision-making, planning, and positive change. Co-facilitate teleclasses, workshops, and weekend retreats. Write weekly articles for the column "Career Pathways," in the LifeTrek newsletter.

Accomplishments:

- Secured consulting business with national organizations.
- Developed successful individual coaching relationships with a diverse client base.
- Established reputation as an effective vocation/career transition coach.

KINKO'S, INC, Columbus, OH
Market Human Resources Manager, Multi-state region

July 2000 to Aug 2001

Responsibilities: Managed a multi-state team of HR generalists and trainers to provide services and support to both the operations and sales teams in our territory. Acted as a business partner to the operations and sales managers, as well as the overall market manager.

Accomplishments:

- Improved communications and processes between human resources, operations and sales teams.
- Assisted generalists and management teams in improving employee retention, time to fill positions, and cost per hire rates.
- Provided support and stability to operations managers and staff during management vacancies at the district level, and during four corporate restructures and territory realignments.
- Received outstanding ratings in the annual management effectiveness survey.

FIRST NATIONAL BANK OF OMAHA, Omaha, NE April 1986 to Aug 1999
Eight Billion dollar regional bank, with national products, and 5000 employees nationwide

Director, Training and Development, Bank Officer Jan 1998 to Aug 1999

Responsibilities: Managed a department of nine training and administrative professionals, the corporate training and development budget, and the delivery of services to employees nationwide.

Accomplishments:

- Established effective consulting relationships with sales officers to provide assistance with training, measurement, employee selection, and sales process.
- Successfully steered the two largest training projects ever implemented in the company.
- Built strategic alliance with a key business division by introducing computer and web based training for product and services instruction.

Director, Employee Assistance Program, Bank Officer July 1996 to Jan 1998
Manager, Employee Assistance Program Jan 1993 to July 1996

Accomplishments:

- Successfully introduced EAP as a popular new benefit for employees and their families.
- Attained high annual usage and referral rates for the program.
- Promoted to Bank Officer by executive management for individual performance and contribution.

Human Resources Generalist, Employee Relations Dec 1989 to Jan 1993

Accomplishments:

- Increased employee retention and job commitment by delivering internal career counseling services to hundreds of employees.
- Developed a reputation for successful problem resolution with management and staff.

Other Positions Held:

Department Manager, Credit Acquisition, Bank Card Division, First National Bank of Omaha
Vice President, Consumer Lending and Bank Operations, First Bank of Academy Park, Lakewood, CO

EDUCATION

Coach for Life, Masters Coaching Program Graduate, 2002
Master of Science degree, Counseling, University of Nebraska at Omaha, 1993
Bachelor of Science degree, Business Administration / Finance, Iowa State University, 1981

PROFESSIONAL MEMBERSHIP

International Coaching Federation, national and local member
Coachville, international coaching organization, national member
Certified as a Senior Professional in HR by the HR Certification Institute, 1998
Society for Human Resource Management, past local and national member