



Steve Terrell, Ed.D.

Dr. Steve Terrell is a Senior Executive and Leadership Development consultant. Dr. Terrell possesses deep and broad capabilities in virtually all aspects of executive leadership development, and has held several senior-level roles in a range of Fortune 500 organizations, as both an internal and external consultant.

Steve works with clients to build leadership capabilities needed to execute strategy and achieve organizational transformation. He designs, develops, and implements high-impact leadership development programs and processes that produce lasting individual and organizational growth and change. Steve is a trusted practitioner with deep knowledge of leadership development who also advises internal executive/leadership development professionals on the development of development strategies, curricula, and programs.

As a versatile executive development consultant, Dr. Terrell leverages his experience and insights to help organizations, teams, and individual leaders develop increased leadership effectiveness through innovative solutions to diverse challenges. Selected engagements include:

- **Transformational Leadership Development Program (“Road to 2020”) for 2,900 General Managers and Directors of AT&T**, to equip leaders to lead AT&T’s “Vision 2020” transformation. Assessed needs, designed, and developed complete program; selected and trained external facilitators; planned program rollout; Master Facilitator.
- **Global Executive Leadership Program (“GELP”) for 2,000 VPs and Directors of Deutsche Post DHL**, to increase leadership capability and strengthen a “one company” mindset. Designed and developed program; selected and trained facilitators; rolled out and facilitated program in Europe, Singapore, and various US locations.
- **Action Learning Program (“Crack the Code”) for 50 Learning Leaders of Bank of America**, to optimize the organization’s investment in and management of learning, while providing a challenging developmental experience to Learning Organization leaders. Designed, developed, and facilitated complete program over a 6-month period.
- **Advanced Leaders Program for 50 Sales Leaders of Forest Laboratories**, to enhance participants’ capabilities and readiness for expanded roles and to enable them to make greater contributions in the future. Assessed needs, designed, developed, and facilitated program twice over two years.
- **In-Market Action Learning Program for 200 leaders of Protective Life**, to transform the company’s leaders in support of a new strategic focus on innovation and customer intimacy, while providing an immersive developmental experience that enabled executives to externalize their perspective and seek insights in unusual places. Identified needs, designed, developed, and facilitated 2 complete programs over a 12-month period.



Dr. Terrell gained his significant experience and capabilities through an evolving 30-year career that has steadily focused on human and organizational learning. He has held senior leadership positions in executive leadership development with state government, Bank of America, Accenture, Dove Consulting, and Executive Development Associates. He founded Aspire Consulting in 2002 to help organizations develop the leadership capabilities they need to successfully execute strategy.

Dr. Terrell received his doctorate in Human Resource Development from The George Washington University, where he specialized in global leadership development. He earned a Masters degree in Education and a Bachelor of Arts in Music Composition from Old Dominion University. He is an Adjunct Faculty member in Leadership Development at Old Dominion University.

Selected Publications:

- Innovative Leadership Workbook for Global Leaders (March, 2014), co-author with Maureen Metcalf, MBA, and Ben Mitchell.
- [How Global Leaders Develop](#), Journal of Management Development (Vol. 32, No. 10, 2013), with co-author Dr. Katie Rosenbusch, Assistant Professor for Human Resource Development at Towson University.
- [Executive Buy-In: Innovative Ways to Get It and Keep It](#), trainingmag.com (November, 2013), with co-author Bonnie Hagemann, CEO of Executive Development Associates.
- ***Global Leadership Development: What Global Organizations Can Do to Reduce Leadership Risk, Increase Speed to Competence, and Build Global Leadership Muscle*** (People & Strategy, 36.1, April 2013), with co-author Dr. Katie Rosenbusch, Assistant Professor for Human Resource Development at Towson University.
- ***Navigating the White Water of Organizational Change: Best Practice Principles for Change Management***, chapter in The Change Champion's Fieldguide (Jossey-Bass, July 2013), with co-author William Q. Judge, Ph.D., the E.V. Williams Chair of Strategic Leadership within the Strome College of Business at Old Dominion University, Norfolk, VA.
- ***Crack the Code: A Case Study on How Bank of America Optimized Its Investment in Learning Through Action Learning***, in The Change Champion's Fieldguide (Jossey-Bass, July 2013), with co-author Eryn O'Brien, former Chief Learning Officer at Bank of America, and currently SVP Talent and Organizational Effectiveness at Bristol-Myers Squibb.

Partial Client List:

American Express, AT&T, Australian Mutual Provident Society, Aventis Pharmaceuticals, Bank of America, Bankers Trust, Barclays, Bristol Myers Squibb, Capital One, CitiGroup, Deutsche Post DHL, EMC, Federal Reserve Bank of Richmond, Fidelity, Fifth Third Bank, Forest Laboratories, Genzyme, Health Care District of Palm Beach County, Home Depot, Inova Health System, Johnson & Johnson, JPMorgan, LifeNet Health, Millennium Pharmaceuticals, National Security Agency, Old Dominion University Executive Development Center, PerkinElmer, Protective Life, Schick, Sentara Health, Symbol Technologies, Thrivent, Wachovia Bank, WAVY TV-10, and Warner Lambert.

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What We Do

All companies and organizations face the challenge of developing their employees' competencies and skills in order to keep pace with changing business conditions, but many companies are not equipped to handle the challenges of either today or tomorrow. In *The Conference Board CEO Challenge* (2014), more than 1,000 CEOs indicated that **human capital remains their top challenge**, although only 27% of them reported that they were "very prepared" to address that challenge. Human Resources leaders' evaluation was more harsh: only 9% indicated their leaders were "very ready" to address the human capital challenge. Similarly, Development Dimensions International (DDI) reported that only 25% of Human Resources professionals evaluated their organization's leadership quality as "high," and only 15% rated their leadership bench strength as "strong."

The message is clear: organizations are not sufficiently equipped to effectively deal with one of the top challenges to their continued success: developing human capital, especially leaders.

If your organization is facing challenges related to human capital and leadership development, **Aspire Consulting can help**. We work with medium to large companies, with both line and Human Resources leaders. Although we have extensive experience in the financial services and pharmaceutical industries, we are experienced and comfortable working in a wide variety of industries. Through 30+ years of experience as internal and external consultants in leadership and organization development, we have developed skill sets that enable us to work with organizational leaders to identify and clearly articulate the problem/challenge and its human capital implications. We then work with you to custom-design real-world solutions, and implement those solutions to achieve measurable break-through results.

Because organizational challenges can involve the entire enterprise or any subset of the organization down to the individual, potential solutions vary widely: from processes, systems, tools, and programs implemented across all components of a global firm, to one-on-one executive coaching for an individual leader; from entire curricula comprising multiple programs, to single workshops and team development sessions.

Examples of our work include:

- Design, development, and implementation of a Global Executive Leadership Program for global logistics firm DHL to develop a common set of leadership capabilities within the same level of leaders in every division and function around the world.
- Design, development, and implementation of an Action Learning Program for Protective Life, to prepare their top 200 leaders and high potentials to lead a strategy shift from low cost provider to customer intimacy, developing new agile mindsets and skill sets needed to drive organizational transformation.

We are experts in helping you achieve your goals, execute your strategy, and realize your vision. We identify the leadership competencies your leaders need, and provide custom-designed developmental processes, tools, and programs to skillfully lead your organization into the future. And we are ready to work with you, to help you succeed.