

Ted Middelberg, Ed.D., MBA
Executive Coach & Leadership Consultant

Transformational Executive Coaching

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Ted Middelberg serves executives as a coach and consultant on leadership issues and serves as a master coach to other coaches. Ted's versatility leverages over twenty years of business experience, including executive level positions, along with fifteen years' experience developing leaders and teams. Ted adapts to the needs and issues of each client by using systems-level thinking and attuned interpersonal skills. He has a track record of bringing out the best in individual leaders, teams, and organizations.

He has worked with a distinguished list of executive clients, at firms such as AT&T and ExxonMobil, and across a wide range of industries, including hi-tech, energy/power, and healthcare. He also works with aspiring executives. While at IBM, he created the widely acclaimed Global Executive Program that enabled great senior managers to become successful executives.

Ted graduated with a BA in Economics from Brown University and earned his MBA in Finance from The Ohio State University. By the time he reached the VP of Finance level, Ted came to appreciate his passion for developing leaders and retooled by obtaining a doctorate in Human Resource Development and Leadership from the University of Texas at Austin. Ted further developed his leadership and coaching skills in pre-doctoral and post-doctoral work at Sematech, IBM, and AMD.

Ted has served on the Board of Directors for a number of professional and nonprofit organizations. He stays fresh through active membership in professional organizations and by guiding aspiring executives through leadership and ethics topics at the graduate level. He is an adjunct professor in the Masters of Science in Organizational Leadership and Ethics program at St. Edward's University.

Ted recently published a highly regarded book on coaching, ***Transformational Executive Coaching: A Relationship-Based Model for Sustained Change***. His prior publications also focused on driving results, including booklets on running effective meetings and implementing mentoring programs as well as research on measuring the effectiveness of leadership development programs.

Representative Client Engagements:

- Worked with a senior leader at a capital intensive organization to increase skills in developing team-based solutions and in growing high-potential employees. While leading a world-wide team, the client attributed to coaching a 6-month acceleration in cost reductions.
- Engaged the CEO to change key behaviors that undermined his effectiveness. Engaged the executive team to also modify their behaviors and to support the changes. They point to the new teamwork as a key element in eliminating \$4 million in planned expenses. They are having fun.

Areas of Expertise:

- Executive coaching for top performance
- Executive presence enhancement coaching
- Leadership development for high potentials
- New leader assimilation and on boarding
- Business meeting design and facilitation
- Presentation effectiveness coaching
- Evaluating team and group functionality
- Developing high performing teams
- Evaluating leadership development program efficacy
- Developing and implementing mentoring programs
- Change management

Client Types/Levels of Experience:

- CEO, President and C-level executives
- SVP's – VP's – Executives
- Junior executives and directors
- Senior management level
- Leaders taking on new and significant responsibilities

Representative Industries/Clients:

- **Oil, Gas & Chemical:** ExxonMobil, Hexion/Momentive Specialty Chemical, Univation Technologies, Roper Industries, McDermott, Ultra Petroleum, Spectra Energy, Noble Energy, GL Noble Denton
- **Power Generation:** Aggreko International, Energy Future Holdings, Fuelco, L-3 Marine & Power Systems
- **Healthcare:** Seton Family Hospitals, Fisher Healthcare, Texas Health Resources, Texas Hospital Association, Centene Corporation
- **Hi-tech:** IBM, AMD, Sematech, Texas Instruments, Hewlett Packard, SAIC, L-3 Com
- **Government:** State of Texas, University of Texas, Texas Guarantee Student Loan Corporation
- **Various:** Harcourt Achieve, State Farm, Express Jet, Grande Communications
- **Real Estate:** Camden Properties, Equity Properties, Brookfield Properties
- **Finance:** Barclays, Charles Schwab,
- **Engineering/Construction:** Turner Collie & Braden, Kiewit Corporation, Freese & Nichols
- **Non-Profits:** MADD - Texas, Houston YMCA, Texas Association of School Business Officials,

Corporate Experience:

- Worked in process-focused, engineer-led, high-tech organizations with progressively higher leadership and financial responsibilities.
- Served as an organization leadership consultant at IBM.
- Responsible for developing the leadership capabilities of 300+ leaders at AMD.
- Financial executive

Education:

- B.A, Economics, Brown University
- MBA, Ohio State University, Finance
- Ed.D., University of Texas, HR Development and Leadership
- Systems Centered Training, SCT Research Institute, 2001-2005
- Coaching Skills, CoachVille, 2004-2005.
- Numerous courses in coaching and leadership.

Professional Affiliation:

- International Coaching Federation
- International Consortium for Coaching in Organizations

Certifications:

- Management Resource Group - 360 instrument
- Lee Hecht Harrison – Certified Executive Coach
- Numerous training certificates

Notables:

- Adjunct faculty for the Masters of Science in Organizational Leadership & Ethics program at St. Edwards University.
- Author of workbooks on meeting effectiveness and mentoring programs as well as research on evaluating leadership development program efficacy.
- Author of ***Transformational Executive Coaching: A Relationship-Based Model for Sustained Change.***

Representative Testimonial:

Ted has a unique ability to cut to the heart of complex social and interpersonal issues, to provide deft understanding and perspective, and to effectively guide leadership growth...
– Mark Smith, Senior Vice President and Chief