

Steven C. Coats

Steve Coats is the owner and managing partner of International Leadership Associates, a leadership development education and consulting firm. Steve's work is focused on leadership and team development, accountability, change, growth and strategy. For over twenty five years, he has taught, coached, and consulted with executives and all levels of managers in several countries around the world.

Steve is a leading authority of, and one of the first people to be certified at the master level, on the Five Practices of Exemplary Leadership[®], the leadership model from the worldwide best-selling book, *The Leadership Challenge*. He has been involved with this work and its authors, Jim Kouzes and Barry Posner, since 1987. Steve has worked with a wide range of clients, in a variety of industries, from household name, top 100 corporations to small family owned businesses. He has also worked with universities, government, military, and non-profit agencies.

Steve has created a number of customized leadership and team development programs for companies such as AT&T, Aleris, Inc., Fifth Third Bank, Luxottica Retail, P&G, Roche, and Sandia National Labs, to name a few.

Steve is co-author of the book, *There is no Box*, (Executive Excellence, 2007) and also co-authored the booklet, *Raise the Bar*. He is a frequent writer, and his articles have been published in industry magazines, trade journals, and have been used in educational efforts at the UN and the Management Institute of Paris.

Steve is certified to offer the Belbin Team Role Inventory, developed at Cambridge University, and the Emotional Competence Inventory, based on Dr. Daniel Goleman's landmark work in emotional intelligence. He also has nearly three decades of experience with the Myers Briggs Type Indicator.

Prior to ILA, Steve had sixteen years of experience with AT&T, where he led a National Account Team and provided leadership and executive development and consulting.

Steve received his MBA in Executive Management from North Texas University, and completed an executive program in technology and innovation at the Wharton School.

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