

Kevin Murnane

Kevin's background includes working with leaders at all levels, often focusing on the specific needs of the executive level. He has coached and consulted in a wide variety of industries, with over one hundred Fortune 500 firms. Importantly, Kevin always starts with a careful assessment of what the client and the company needs to be successful, using specific and measurable goals.

Background & Experience

Kevin's first career after graduating from Kellogg focused on achieving business results by developing award winning global marketing and advertising strategies for Fortune 500 firms.

He then followed his passion to help individuals and companies discover and develop leadership talent to over 70 business cultures. He has created, developed, sold and delivered programs in ten countries for leaders from fifty different cultures. Kevin has designed and delivered advanced coaching, strategic thinking, practical strategic execution, redefining organizations, challenges of effective energizing people during change, collaboration, facilitation, action learning and leadership consulting and training in four countries, including China.

Kevin has meditated for over 25 years in the Vipassana and Metta Traditions of Mr. Goenka and Thich Nhat Hanh. Kevin has applied the neuroscience and MBSR scientific research by Dr. Richard Davidson, Dr. Jon Kabat-Zinn, Dr. Daniel Goleman, Dr. Jeremy Hunter, Dr. Brene Brown and others.

Specifically, Kevin was the first professor to apply mindful leadership to Kellogg and Executive MBAs leading to development of some of the most popular courses.

Application over the last 15 years to corporate Clients, including on-going coaching with emerging mindful leadership technique including focus, decision making and awareness and development regarding leadership derailers.

Kevin includes as current Clients leaders of innovative mindful leadership firms and the VC community supporting those firms. As of July, 2017, 22% of all corporate training is tied to mindful principles and this number is expected to double by 2020. This is an area where Kevin will continue to be on the cutting edge.

Approach

Kevin's focus is to guide the coachee to seamless awareness, a practical and personal toolkit that allows the individual, their team, and the organization to achieve strategic objectives.

The goal of coaching is to engage in a proven approach that includes connections (networks and relationships), processes (coaching to provide each coachee with a personalized toolkit) that leads to effective outcomes (e.g., presentation by the coachee to management to engage and help create a culture of on-going feedback). Performance of the individual can be measured on an on-going basis via outcomes, process and connections.

While customized for each individual, Kevin's approach to coaching is based on five questions. The first and guiding principle of all coaching is to "listen as if the other person has the answer."

The questions are based on the idea that the coach and the coachee work closely with leadership so that the new behaviors are aligned with key activities and projects:

- I. What is the purpose and measurable goals for the coaching?
- II. What is the context of the coaching within the culture of the organization?
- III. Where is the coachee right now? This includes interviews and review of all relevant feedback and performance data.
- IV. Where does the coachee (and the leadership) realistically want to go? How will this measurably impact (SMART) the individual, the team?
- V. How will the coachee (and the organization) achieve these goals?
 - a. Assessment to build on the existing data
 - b. Coaching Sessions (2-4 coaching sessions/month is standard). The coaching will be customized for the individual. Importantly, the work will reflect competencies, motivations and skills (e.g., communication, influencing, listening etc.) that help close the most critical gaps for the individual. The average coaching assignment lasts between six and twelve months.
 - c. Periodic check-in with coachee and leadership. While confidentiality is always maintained, a transparent line of communication leads to better outcomes.

Education & Certifications

Kevin holds a degree from Northwestern and a Masters of Science in Learning and Organizational Change from Kellogg. He received his coaching certifications before the creation of the ICF system. Kevin is certified in:

- Marshall Goldsmith coaching
- Management Research Group- LEA & Coaching System
- Korn Ferry coaching
- Assessments: Hogan, Watson Glazer, Korn Ferry, SurePeople and 20+

[Contact us](#) to learn more about how Kevin can help you achieve your objectives.