


Margie S. Heiler, MS, MCC, CEC

Master Certified Coach * Certified Executive Coach * Assessments Consultant * Facilitator

	<p>Margie Heiler has been an ICF Master Certified Coach since 1998. She is also a Certified Executive Coach, Assessments Consultant, and Facilitator, with a wide variety of business, organization development, human resources and leadership experience. Margie offers a powerful combination of coaching, facilitating, assessments, structures and tools that help people identify, discover and develop their talents. Her unique process of working with individuals and organizations supports her passion for helping others supercharge their innermost strengths, gifts and desires as they integrate new awareness that empowers them to lead personal and professional lives that are more productive, meaningful and rewarding.</p>
<p>Education, Training, Certificates</p>	<p>Margie holds a BS in Psychology and an MS in Human Organization Science and Human Resources from Villanova University. She is a WABC-Certified Executive Coach and has earned the following certifications: Emotional Intelligence; Myers-Briggs; DISC; PIAV (Motivators); Personal Talent Plus® and TriMetrix® (job benchmarking); Benchmarks 360, an executive development tool from the Center for Creative Leadership; Recruitment Tools; and INSIGHT® Inventory and Team Development.</p> <p>Featured on Fox TV, Margie is a published author in two books. Former Director of the Academy for Coach Training, she is now a faculty member of Adler International Learning, winner of the prestigious PRISM award for its "Positive Change: Leader as Coach" Program.</p>
<p>Areas of Expertise</p>	<p>Executive and Leadership Coaching</p> <p>Individuals, teams and organizations contract with Margie and her colleagues to define goals and desired outcomes, design plans, identify and integrate work processes, develop teams, refine leadership skills, enhance customer service, and maximize human potential and talent for improved communication and trust as well as better relationships.</p> <p>Training and Facilitation</p> <p>In partnership with organization sponsors, Margie has been instrumental in the planning and implementation of coaching cultures in several companies. In addition, she has trained and mentored coaches for 12 years and worked with numerous executives, leaders and managers.</p> <p>Assessments Consultant</p> <p>Certified and experienced in many different assessment tools, Margie is also qualified to train leaders, teams and organizations to use assessments and interpret the results and has developed certification programs for coaches and consultants. Her expertise covers a broad range of structures and inventories designed for improved communication and relationships, recruitment and retention, matching talent to job requirements and company culture, performance management, exploring style differences, and succession planning.</p>

<p>Coaching Highlights / Clients</p>	<p>Master Coach and President, Road to Resilience™</p> <p>Margie has developed a company that offers her unique, custom coaching programs to individuals and organizations across the United States and around the world, in person and over the telephone. Her approach to coaching centers around the vital human quality of resilience. This key component of the change process builds capacity and keeps people moving toward their goals. Margie has created cutting-edge tools to develop and maintain resilience and masterfully weaves her assessments expertise into her coaching programs.</p> <p>Member, Ken Blanchard Coaching Team</p> <p>Margie serves in the capacity of executive coach and organizational coach, and also offers coaching to support learning and coaching essentials for leaders.</p> <p>Faculty Member, Adler International Learning</p> <p>Margie facilitates Certification Program courses as well as the flagship “Coaching for Positive Change” Program courses--both public and custom on-site deliveries. She has delivered training and coaching internationally with experience teaching those who speak English as a second language.</p> <p>Partial Client List</p> <p>Client companies she has worked with include Boeing; Bristol-Myers Squibb; American Express; Blue Cross; Blue Shield; Chart Energy & Chemicals; Comcast; Pfizer; ServiceMaster; State Farm and other insurance organizations; Parker-Hannifin Corporation; Ken Blanchard Companies; Weyerhaeuser; Environmental Protection Agency; the Federal Government; Kaiser Permanente; Ikea Canada; Holsum Bakery, Inc.; SENSE Solutions and StarPower Systems.</p>
<p>What people are saying</p>	<p>“...the coaching provided me better insight into making deliberate choices on my career goals which have led to a reassignment that supports those goals. The insight helps me be more resilient and helps me and the organization make better use of my talents.”</p> <p>“...I have now identified a new and profitable niche market and a strategic business and marketing plan to actualize the various stages of growth that I have envisioned...”</p> <p>“...I have learned to position myself in roles where I am challenged but have a high degree of confidence. This has actually allowed me to place myself in situations where I could fail and accept the failure with minimal personal impact. This confidence has enabled me to be a key contributor in a division that has grown from \$40m to \$120m over the last 7 years. While the business grew, my team made direct contributions to substantial inventory reduction, procurement cost reduction, and a 70% increase in profitability. Most importantly I have learned to be comfortable and successful in personal interaction at all levels of a Fortune 500 corporation.”</p>