



**CHRIS PALMER**  
LEADERSHIP



A sought after **Executive Coach and Advisor**, Chris Palmer draws on his executive experience to relate with the challenges, the ambitions, the corporate environment and the decisions that his clients live with every day. As a **C-suite corporate executive** he operated on a global scale in large industrial and consumer goods enterprises. He brings deep experience in **leadership development, succession management (up to and including C-Level / Board positions), organization development, M&A**, and international HR. The breadth of Chris' experience provides him with a unique perspective and **deep insights into the executive psyche, the keys to executive leadership, how great teams are built and managed** as well as how large global enterprises successfully manage significant change initiatives.

Recognized as a leader in his field, he has been invited to speak in a variety of forums on his experiences working with global leaders including; HR People and Strategy (SHRM Executive Network), Evanta CHRO conferences, National Foreign Trade Council, York University/ Schulich School of Business, Georgetown University School of Business, and the Duke / Fuqua School of Business.

His coaching **clients include EVP, VP, GM and Director levels, and high-potential emerging leaders in large corporations.** For example, some of the leaders he has coached recently work at notable companies including Boston Beer Company, Starbucks, Merck, Verizon, Micron, Bechtel, Ernst & Young, The International Monetary Fund (IMF), Ally Financial, DropBox, Bechtel and General Electric.

## EDUCATION

### **Masters of Management (MBA)**

J.L. Kellogg School of Management, Northwestern University

### **Bachelor of Science in Industrial Administration**

Kettering University (formerly General Motors Institute)

### **Graduate Certificate in Executive and Professional Coaching (ICF - PCC credentialed)**

Naveen Jindal School of Management, University of Texas at Dallas



## CAREER HIGHLIGHTS



### **CHRIS PALMER LEADERSHIP, LLC**

Chris is the founder & President of an Executive Coaching practice with a mission to help successful executives and their teams become even more successful. As part of this practice, we conduct Executive Assessment tools for our clients, as well as performing assessments on a third party basis for other coaches. In addition to his coaching engagements Chris advises companies – ranging from start-up to mature multi-nationals – on organization and talent strategies. The firm is a Certified Partner with The Predictive Index which allows Chris to bring data-based tools to leverage his talent management experience for Hiring, Inspiring, Designing and Diagnosing teams and individuals.

### **INTERNATIONAL COACHING FEDERATION (ICF) - SOUTH CAROLINA CHAPTER BOARD OF DIRECTORS**

Currently serves as a Founding Board Member of the South Carolina Chapter of the ICF and Director of Sponsorships

### **VOLVO CAR GROUP - AMERICAS**

CHRO for Volvo Car's Americas Region. Recruited as part of the executive team leading Volvo's remarkable turnaround in the Americas. Responsible for development and execution of human capital strategy to enable accelerated, large scale growth in Manufacturing, Sales & Marketing, R&D and parts distribution operations in USA, Canada, Mexico and Brazil.

### **ALSTOM S.A / GENERAL ELECTRIC (acquired by General Electric November 2015)**

CHRO for Alstom's US operations including Power Generation, Power Distribution, and Passenger Rail sectors. He served on the Executive Committee for US operations and the Global Human Resources executive team for Thermal Power (50,000 employees throughout the world). He was appointed HR integration leader for USA during sale of Power Generation and Distribution businesses to General Electric (\$13B acquisition). During this time, he had unique exposure to leading and teaching integration workshops at GE's distinguished Crotonville University alongside some of GE's top executives.



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### **LAFARGE S.A.**

Following 15 years of progressive career growth around the world with Lafarge, Chris was appointed as the CHRO for the \$7.0 billion / 15,000 employee publicly traded company operating in North America. During his tenure in this role, the company was taken private through a tender-offer process by the majority shareholder in France. Chris led the HR team, and guided the executive team through this difficult transition which relied heavily on executing the succession plan in place to fill virtually every executive position in the newly formed entity with remarkable success.

Chris' career with Lafarge included performing in the following roles:

- VP HR - North America
- VP Talent Management – North America
- VP Human Resources - Gypsum Division – North America
- Director Internationalization - Paris, France
- HR Manager – multiple plant sites in Canada and USA

### **FORD MOTOR COMPANY OF CANADA, LTD**

**Section Supervisor – Employee Relations**

### **GENERAL MOTORS OF CANADA, LTD.**

**Manufacturing Supervisor**

## **PROFESSIONAL AFFILIATIONS & CERTIFICATIONS**

**HR People & Strategy (Society for HR Management Executive Network)**

**Marshall Goldsmith Stakeholder Centered Coaching (Executive & Team Coaching)**

**International Coaching Federation (ICF) - Accredited ICF - PCC**

**Center for Creative Leadership - Benchmark, Skillscope, Tools for Developing Executives**

**Hogan Assessments**

**Predictive Index**

**Decision Styles Inventory**

**Emotional Intelligence**

**Korn Ferry – Lominger & PDI**