

**K. Alan Steele, MA**  
**Chief Project Officer**



*Focused. Effective. Strategic.™*

Effective executive business coaching is about improving performance. It's about accentuating strengths and minimizing the effect of weaknesses. It's about identifying learning opportunities each day and making small changes for the better as part of a continuous progress plan. In Japanese, that concept is called "kaizen". For Alan, it captures the essence of his personal, results-oriented approach to coaching. As Chief Project Officer, Alan brings more than 13 years of military, leadership management, recruiting, and coaching experience, and a background rich in business improvement philosophies and methodologies, from Six Sigma and lean manufacturing to 5S and Kaizen Blitz.

Prior to co-founding Baker & Daboll, Alan worked for several Fortune 500 companies on all manner of mission-critical processes and strategies, including materials handling, supply chain management, and corporate purchasing. At Textron he dramatically improved safety, quality, and productivity through the implementation of new procedures and processes using Lean and 5S tools. For Black & Decker he improved customer service for several key customers and reduced inventory by implementing innovative policies and tracking procedures using the Six Sigma method. He has led significant change events for several other companies using the Kaizen Blitz technique. In each of Alan's positions, he has served in the role of teacher, coach, and mentor for a number of employees. With each experience, Alan honed a coaching philosophy grounded in the core values of honesty, integrity, and respect and a commitment to meeting the unique needs of each individual client.

In addition to his deep corporate experience, Alan served for a number of years as a decorated United States Army intelligence officer where he specialized in Middle Eastern affairs and served in a variety of leadership positions. In large part because of his military background, Alan brings extensive international experience to his clients. He has traveled, studied, and worked in several of the former Soviet Republics, Europe, and India, along with acquiring significant import/export experience with China, India, Thailand and Europe. Alan holds a Master of Arts degree from Indiana University and a Bachelor of Arts degree from DePauw University. He is also a published author and is certified to interpret the Chally assessment.

The breadth and depth of his experience demonstrates Alan's commitment to continuous improvement, to getting better every day. Effective executive business coaching is about improving performance, for the client and for the coach alike. And Alan Steele lives out that philosophy in everything he does.

