

**Kyle A. Steele, MA**  
**Chief Operating Officer**  
**Senior Executive Coach**



*Focused. Effective. Strategic.<sup>SM</sup>*

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" and for Kyle Steele, it captures the essence of his personal, results-oriented approach to coaching. As Chief Operating Officer and Senior Executive Coach at Baker & Daboll, Steele 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, Steele 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 Steele's positions, he has served in the role of teacher, coach, and mentor for a number of employees. With each experience, Steele 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, Steele has provided successful coaching for leaders through his role as an executive recruiter and transition expert for military personnel. He 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, Steele 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, and Europe. Steele 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 Steele'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 Kyle Steele lives out that philosophy in everything he does.

