

**Todd A. Uterstaedt, SPHR® , GPHR® , CPLP™**  
**President and CEO**  
**Senior Executive Coach**



*Focused. Effective. Strategic.™*

Ask any United States Army intelligence officer which character traits are most crucial for success in the military world, and the answers will always include honor, integrity, respect, focus, and dedication. Ask former Army intelligence officer Todd Uterstaedt which character traits are most important for success in the corporate world, and the answer stays the same. Instilled in him by his parents and grandmother and reinforced by over 16 years of military and business experience, those core values define Uterstaedt and his approach to business relationships. And they serve as the cornerstone of Baker & Daboll, where Todd brings a deep resume of executive-level coaching, consulting, and leadership experience to clients both large and small.

Whether assisting Fortune 500 executives in preparing for positions of greater responsibility or helping physicians improve their leadership capabilities, Todd uniquely tailors every coaching opportunity. It's that same attention to individual needs and circumstances that Todd so valued in the teachers and mentors that shaped his approach. And it's that same commitment to personal relationships that differentiates him and his company in the increasingly crowded market of executive coaching and consulting.

Todd has been called upon to coach CEOs, Presidents, CFOs, COOs, leaders, and managers at many levels. His strengths include executive on-boarding, assisting emerging leaders with critical development issues, helping senior leaders with weaknesses that are derailing their success, and coaching international leaders. Industries that have benefited from his work include financial services, marketing, insurance, food service, health care, manufacturing, executive recruiting, consumer products, pharmaceutical, construction, and telecommunications.

Prior to co-founding Baker & Daboll, Todd was Vice President of Organizational Consulting Services with Right Management Consultants — a global career transition and organizational consulting firm. He was also the Washington, D.C. Operations Manager of an international consulting organization where he coached military officers transitioning to corporate America. As a decorated U.S. Army Intelligence Officer, Todd served in Germany, South Korea, Bosnia-Herzegovina, and has extensive knowledge of the Middle East. He is a member of Phi Beta Kappa from Hofstra University and a graduate of the U.S. Army Military Intelligence Officers' Course and U.S. Army Airborne School. He is also a former member of the Board of Directors of the World Affairs Council of Greater Cincinnati as well as a former committee member of Ohio ESGR, Employer Support of the Guard and Reserve. Todd has earned the Senior Professional in Human Resources (SPHR®) and the Global Professional in Human Resources (GPHR®) designation from the Human Resource Certification Institute and the Certified Professional in Learning and Performance (CPLP™) designation from the American Society for Training & Development Certification Institute. He is a Xavier University Certified Executive Coach and is certified to administer and interpret numerous assessments including The Myers-Briggs Type Indicator (MBTI), DiSC, The Birkman, The Life Styles Inventory (LSI), The Chally, and the 360-degree assessments in the Center for Creative Leadership (CCL) Assessment Suite. These 360-degree assessments include Benchmarks, 360 By Design, Executive Dimensions, and Prospector.

More than executive business coaching for coaching's sake, Todd's methodology is grounded in measurable ROI for both personal growth and bottom line impact for the business. He helped improve overall performance for an international pharmaceutical company as a coach in their Leadership Development and Sales Development Centers. He has increased personnel retention and refined leadership development for one of the ten largest financial institutions through an innovative career development program. He assisted in the design and implementation of a global career development program for a Fortune 100 company. And, he recently coached the President & CEO of a 5.8 billion dollar multi-national company.

Todd is married and lives with his wife and two children in the Cincinnati, OH suburb of Mason, OH.

