



**Success  
Advisory  
Group**

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**Bringing Out the Best  
In High Potential Leaders**

**Bill Bispeck**



## Bill Bispeck

Houston, Texas USA



## Skills

**BILL SPECIALIZES IN EXECUTIVE COACHING WITH A PASSION FOR BRINGING OUT THE BEST IN HIGH POTENTIAL LEADERS.** He believes in a coaching process in which the coach is a facilitator that stimulates clients to apply their own knowledge and creativity to a challenge at hand. It's client-driven to focus on the client's agenda. It is action-oriented, growth-centered, aligned toward the future, conversational, a relational partnership, based on influence, not authority. It involves listening and asking probing discovery questions that cause clients to initiate results-oriented action steps based on their own thinking which is stimulated in the coaching conversation.

Bill does not intend to serve in a consultant role. Consultants interview, study data, and then recommend solutions. However, he does have a wealth of knowledge comprised of models and conceptual frameworks that can be brought into the coaching conversations which stimulate the client to think at a higher level. Bill can dip into his leadership resources library for a slide or slides that pertain to the topic of interest. He may say, "Take a look at this diagram. Does this connect with what you are dealing with right now? Does it give you any new insights or ideas? What do you think you should do?"

## Coaching Background

Bill has been involved in executive coaching and leadership development for over twenty years, working with a broad range of leadership including CEOs, VPs, Functional Directors, Plant Managers and their downline leaders.

Representative coaching assignments include:

- ▶ CEO, European Pharmaceutical Company
- ▶ VP Operations, Liquefied Natural Gas Company
- ▶ President, Global Chem Company Subsidiary
- ▶ National EHS Director, Global Chemical and Plastics Company
- ▶ Plant Manager, Major Industrial Facility

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|------------------------------|--------------------------------------------------------------------------------------------|
| INDUSTRY                     | Chemical/Petrochemical                                                                     |
| COACHING                     | Thermoplastics                                                                             |
| EXPERIENCE                   | Business Consulting                                                                        |
|                              | Liquefied Nat Gas(LNG)                                                                     |
|                              | Non-Profit                                                                                 |
| EDUCATION                    | <b>MBA – Weatherhead School of Management</b><br>Case Western Reserve University           |
|                              | <b>B.S., Chemical Engineering</b><br>Purdue University                                     |
| ASSESSMENTS & CERTIFICATIONS | Graduate - Corporate Coach University                                                      |
|                              | Organizational Development Intern – University Associates                                  |
|                              | Certified Behavior and Attitude Analyst (DISC and PIAV from Target Training International) |
|                              | Certified Working Genius™ Facilitator (via Table Group, Patrick Lencioni)                  |
|                              | Harrison Assessments Certified – Debriefing & Coaching                                     |

## Business Experience

Before his executive coaching work, Bill's career in industry spanned over three decades including a dozen years as a plant manager for three different companies - General Electric, Huntsman Corporation, NOVA Chemicals - including multi-site responsibilities and merger-acquisition transitions. Career assignments have included plant operations, EH&S, engineering, and corporate staff. Product experience includes plastics, specialty chemicals and petrochemicals.

After 10 years of executive coaching and consulting, Bill paused his coaching work in 2011 to successfully complete design and construction of a marine terminal in Charleston, South Carolina for Odfjell USA. Bill held positions most recently as VP at InCite Logix, a software development company, and subsequently COO of inCite Legal Tech doing information infrastructure assessments for law firms.

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## Case studies

### Case Study #1: C-Suite New Leader Assimilation

A Global Logistics VP was promoted to the position of VP of Research and Development. The incumbent team had never crossed paths with their new boss, so didn't know him well. Bill worked together with him to implement a New Leader Assimilation process that condensed what typically takes six months down to two weeks. Without the new leader in the room, Bill gathered on easel sheets the responses in open discussion to four questions for the team members: (1) What do

we know about him, (2) What don't we know we'd like to, (3) What does he need to know about us, and (4) What do we need his help with? Bill subsequently debriefed the leader one on one, keeping respondents identities concealed. Two weeks later the group was reconvened and the new boss put up the easel sheets and responded to each bullet point. He then cast a vision for the journey ahead. A lot of uncertainty and misinformation was cleared up smartly in two weeks' time boosting team cohesiveness immediately.

### Case Study #2: C-Suite Team Cohesiveness Improvement

The President of a subsidiary of a global manufacturing firm wanted to continue improving the performance of his leadership team. At lower levels of "maturity", leadership teams can devolve to the point of forsaking the "greater good" in favor of the interests of their functional teams. Feigned agreement in a group setting can manifest later with hallway conversations as well as misrepresenting the top level team's decisions to their downline followers. Bill was brought in to do an organizational health assessment and it was determined, using a statistically validated assessment instrument, that Cohesiveness was the lowest dimension of team performance. From the presentation of the objective data the President and his team embarked on a twelve month effort to boost their team Cohesiveness. A model from Rhodes Scholar Dr. Edward De Bono, entitled "Six Thinking Hats," allowed the team to engage in productive conflict and bring difficult issues out into the open in the group setting in healthy ways. Twelve months later the team's measured Cohesiveness scores significantly improved as did their organization's key performance indicators.

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### Case Study #3: Mutiny Foiled

A VP of Marketing and Sales transferred back to the U.S. from Europe to take on the eventual role of Global VP of Manufacturing. Bill was hired as an executive coach by this high potential executive. The coaching conversations were very straightforward and initially focused on setting a vision and garnering the loyalty of the subordinate leaders. The greatest value Bill provided was to be a sounding board. This leader had no peers at his location with whom to commiserate, and just having someone to trust with sensitive information was of great value. Two subordinate leaders were being subtly insubordinate and undermining their new boss. Through a few one to one coaching conversations this executive determined it was best to get “air cover” from his higher authority and confront the two difficult players. This executive did not “give up power” but asserted himself with full backing from his boss and the situation was very quickly resolved, the team stayed intact, and organization progress and successful results followed. This high potential leader later earned a promotion from Regional VP to Global VP of Manufacturing.

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### CORE PURPOSE

Our passion is to help leaders think at a higher level so they are the best they can be in their unique calling in their work life.

### CORE VALUES

The handful of guiding principles by which Success Advisory Group navigates.

#### INTEGRITY

Be honest in all we do. Never cause people, as we are telling the truth, to believe something that is untrue.

#### SERVICE

Genuinely care about clients - their lives, their hopes, their dreams, and their fruitfulness in faith, life, and business. Humbly serve clients by understanding their needs and delivering valuable benefits to fulfill their expectations on time.

#### PERPETUAL LEARNING

Continually seek out knowledge to never stop growing in competence so that we give increasing value to clients.

#### MAKE A LASTING DIFFERENCE

Deliver professional development services that significantly impact clients' lives, leadership effectiveness and career success for many years beyond our engagement with them.

*Our sought after good reputation is earned and maintained by adherence to a set of core values and in fulfilling a core purpose.*