



## Camille Smith



Fueled by her unwavering commitment to unleash people's potential, Camille helps leaders and teams effectively and respectfully work together to solve tough issues and produce business-critical results. Combining her business experience in high-tech start-ups and multinational Fortune 100 organizations with her experience as an educator and an international management consultant, her coaching methodology enables people to think and act in new ways. Specializing in transforming potential into results, Camille provides the knowledge and coaching for people to create the authentic relationships necessary to produce and continually realize breakthroughs in performance.

Her twenty-five years of experience in training and development include six years as an international organizational consultant, successfully transforming corporate cultures of Goodyear Tire & Rubber Company, Guinness Brewing Worldwide, NutraSweet and Campbell's Soup. With a vigilance to produce measurable results, the teams she coached doubled revenues that kept a plant from closing, reduced defective products by 80% in 6 months, reduced labor grievances by 75% in 8 months. Working abroad in the UK, Germany, Austria, Sweden and Australia, she coached leaders in USA-centric management practices, supporting them to build successful in-country organizations while respecting local culture. As an employee, her accountabilities have ranged from vice president of international operations, to manager of finance, logistics, customer relationship and staff development, as well as being a workshop leader training thousands around the world in effective practices of communication and teamwork.

Work In Progress Coaching names her company and her personal mission. *"Each of us is a 'work in progress' – learning how to contribute, be fully expressed and produce results worthy of who we are."* Every offering embodies her mission – from leadership programs, executive coaching, team workshops to the facilitation of strategic conversations. Recent clients include Cisco, Creative Labs, DuPont, Graniterock, Nonprofits' Insurance Alliance of California, Stanford University and Santa Clara University.

Camille received her B.S. and M.A. degrees from The Ohio State University. Continually learning, her certifications include: Performance Styles & Ambitions® (DISC-based), Thomas-Kilmann Conflict Mode Instrument, NetTPS™ Solutions Provider, PER-K® Facilitator (Performance Kinesiology). Recognitions include being an executive coach for the Global Institute for Leadership Development, founded by Warren Bennis, 2008-present, and serving as an adjunct professor teach leadership in the Leavey School of Business, Santa Clara University. Her global commitments include serving as a founding member of the Global Women's Leadership Network ([www.gwln.org](http://www.gwln.org)). She lives with her family in Aptos, California.