



## FRANK CUMMINS

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Frank coaches executives and their management teams to develop leadership skills and help them improve efficiency in complex organizations. He focuses on understanding and navigating complex organizations through leadership and strategy development, organizational design, presentation effectiveness, succession planning, executive presence, mergers and acquisitions, staffing strategies, and conflict resolution. With significant corporate coaching and facilitation expertise, Frank has experience working in a variety of industries including healthcare, manufacturing, insurance, aerospace, automotive, nonprofit, financial services and accounting, higher education, retail, and hospitality.

During his career, Frank has led learning and organizational development functions in global and domestic companies. With more than 30 years of leadership and executive level experience, Frank guides leaders in achieving positive, sustainable, and measurable behavioral changes. His extensive leadership expertise combined with his interpersonal skills and systems-level thinking work in harmony to bring out the best in leaders, their teams, and organizations.

### FUNCTION & SPECIALIZATION

- Executive coaching
- Leadership, employee engagement, and strategy development
- Organizational design
- Mergers and acquisitions
- New leader assimilation and onboarding

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Maximus
- CopperPoint Insurance
- The CORE Institute
- PetSmart
- United Technology
- Cox Enterprises
- Edward Jones
- SARRC
- Auroa Health Care

### EDUCATION, LICENSES & CERTIFICATIONS

- MBA, Xavier University
- B.S., Urban Affairs, University of Cincinnati
- Executive Coaching Certification, Hudson Institute
- Courses in coaching, leadership, and facilitation
- Hogan Personality Inventory, Hogan Development Survey, Hogan Motives, Values, Preferences Inventory and Hogan 360 Degree Report
- MBTI Certified Practitioner