

# KEVIN D. CUTHBERT

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## CAREER SUMMARY

Talented executive with over 3 decades of measurable success helping senior leaders and organizations improve results. Expertise includes executive coaching, executive team alignment, due diligence/M&A and the design and implementation of leadership learning and change processes. Has worked in most major business centers around the world and in a wide variety of industries and sectors. Member of numerous for profit and not-for-profit Boards. Co-Author of "Lemonade, the Leader's Guide to Resilience at Work."

## PROFESSIONAL EXPERIENCE

**Interaction Associates** 3/12 – 3/15  
**Chief Consulting Officer**

Focused on helping clients better collaborate, innovate, build teams, develop leaders and manage change.

- Ensured quality of consulting and workshop delivery, average over 3 years is > 4.75 on 5-point scale
- Hired 4 successful senior consultants
- Led the development and refreshing of core programs and offerings
- Served as member of Leadership Team and drove creation of new strategy

**Karlin Sloan & Company** 10/05 – 2/12  
**Chief Operating Officer, Executive Coach and Consultant**

Executive coaching and leadership development consulting firm with a network of over 100 coaches and consultants.

- Oversee day-to-day operations, serve as chief business developer and large account manager
- Assist senior level executives in improving performance through executive coaching
- Work with executive teams to improve collaboration and alignment

**HR Solutions, Inc.** 1/05 – 10/05  
**Chief Operating Officer**

Serve as top operations executive for this privately-owned survey research and consulting firm.

- Increased productivity by 20% using technology to streamline business processes.
- Installed systems resulting in 25% higher on-time performance, and 15% increase in add-on revenue.

**Captial H Group, LLC** 8/03 – 1/05  
**Principal**

Private equity-funded consulting firm helping medium and large size companies to improve the effectiveness of their human capital programs, processes and systems. Representative engagements include:

- Enhanced productivity of executive groups through teambuilding and individual executive coaching.
- Developed competencies, assessed talent and improved level of service delivery as part of comprehensive change initiative for an international professional services firm.
- Reduced cost of turnover by \$5m for manufacturer and distributor of HVAC systems.

**Blueprint Business Consulting, LTD.** 9/01 – 8/03  
**President**

Consulting firm helping individuals, teams and organizations to maximize performance.

- Cut 25% of administration costs for international leisure company.
- Reduced operational costs by 15% through process re-design for \$100m construction firm.

**Next Capital (Formerly: Business Logic Corporation)** 6/00 – 9/01  
**Vice President Human Resources**

B2B software and services firm serving the financial sector.

- Orchestrated restructuring that reduced operating expenses by \$2 million.
- Instituted an aggressive performance management program that led to a 15% productivity increase.
- Achieved 30% reduction in the time managers spent on HR administrative procedures.

**Gallup, Inc.** 9/99 – 6/00  
**Senior Consultant**

Global research-based, consulting organization.

- Sold and led \$1+million consulting engagements with companies such as Caterpillar, Federated Department Stores, Hyatt Hotels, The Limited, and United Airlines.
- Enhanced executive team alignment with business objectives through training and coaching.
- Served on teams that created the Q12 and StrengthFinder

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### **Swissotel Management Corporation**

9/96 – 9/99

#### **Vice President Global Human Resources**

Provided worldwide Human Resources leadership and served as chief of staff for the President and CEO of this \$600 million luxury hotel management company with operations in 10 countries.

- Reduced recruiting costs 50% and eliminated majority of fee-based recruitment sourcing.
- Consolidated HR policies, structure, and organization for 6,000 employees worldwide.
- Increased employee engagement, guest loyalty and profit through an award-winning, worldwide culture change effort.
- Served as Board Director. Authored company business plan. Led merger transition teams.

### **Gallup, Inc.**

6/93 – 9/96

#### **Managing Consultant**

Managed \$1+ million engagements with Fortune 500 clients such as Disney, Citibank, Bell Canada, Corn Products Company, Swissotel Management Corporation, Hyatt Hotels, Midas and Ameritech.

- Provided leadership to new product and service offerings contributing to a \$10 million increase in revenues.
- Developed and implemented large scale organization change in client organizations.

### **DataEdge, Inc.**

7/92 – 6/93

#### **Director**

Responsible for managing relationships for this consulting firm in the pharmaceutical industry

- Facilitated process and job redesign in clinical and marketing functions for major multi-national pharmaceutical industry clients.
- Led engagements with Merck, Pfizer and GlaxoSmithKline.

### **Hay Group**

11/84 – 7/92

#### **Director of Research**

Sold and managed projects averaging more than \$3 million annually for this global human resources management consulting firm. Implemented employee and customer survey processes for over 125 clients in the service and manufacturing sectors.

Worked with a variety of clients including Hyatt Hotels Corporation, Goodyear, Amoco, The Pittston Coal Group, Illinois Bell, Avis, Kraft, Hilton Hotels, The Stroh Brewery, RockResorts and AT&T

## TEACHING

### **University of Chicago Booth School of Business**

1994-1996, 2005

#### **Visiting Lecturer**

- Developed materials for 6-month “Laboratory in Organizational Effectiveness” curriculum.
- Coached students on implementing basic concepts and theories of consulting with paying clients.
- Concurrent with employment at Gallup, Inc and Karlin Sloan & Company.

## EDUCATION

MBA	University of Chicago	1992
BS Marketing	University of Illinois at Urbana-Champaign	1986