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## TIM TOTERHI, MBA, ACC

Executive Coach, Consultant, Speaker – Raleigh, NC

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### Professional Overview:

Tim has over 20 years of experience in corporate, not-for-profit, and academic settings. He is an organization development consultant and speaker in the areas of strategic change, leadership development, talent management, and performance culture. Tim has developed and facilitated large-scale strategic planning and culture change initiatives, high potential development programs, in-house courses and workshops, and process improvement projects in such industries as Healthcare, Energy, Education, Banking, Construction, and Non-Profit. An excellent communicator, Tim specializes in translating complex corporate strategy into actionable goals. He's also served as HR M&A PM on both due diligence and deal integration efforts.

Tim held global, Senior Director-level roles in talent management, leadership development, strategic change, M&A, employer branding, and HR operations for Quintiles Corporation, the largest clinical research organization and Bayer, a global healthcare company. Earlier in his career, Tim held leadership positions in human resources, sales, and education. Tim is solid communicator and speaker with people and project management experience in the Americas, Europe, and Asia. He is a published thought leader with more than 40 articles and two books to his credit.

### Representative Client Engagements:

- **Global Healthcare Organization:** Led a cross-functional, international team to implement an award-winning global Performance Management System. The project was completed ahead of schedule, under budget, and sparked an 18% improvement in employee engagement.
- **Global Pharma Organization:** Facilitated a cross-functional project aimed at revitalizing the global sales force and designing a customer-focused sales culture. Conducted global data gathering and needs analysis, identified and assimilated internal and industry best practices, and developed a toolkit for sales professionals. Obtained leadership buy-in, developed metrics for implementation, and facilitated action planning sessions with sales and marketing teams. Provided role profile, assessment, and development framework for global sales, which included process and workflow redesign efforts.
- **Regional Non-profit:** Developed and promoted a series of behavior-based training programs. Served as interim communications liaison by providing the media, sponsors, and clients with current program information. Analyzed existing programs and crafted new offerings to expand product portfolio. Crafted marketing materials to increase the client base.

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### Areas of Expertise:

- New Leader Assimilation
- Coaching Skill Development
- Team Development and Performance Improvement
- High Potential and Leadership Development
- Talent Management and Succession Planning
- Culture Change, Implementation, and Adoption
- Change Management and Process Redesign
- Role Profiling and Goal Analysis
- Mergers and Acquisitions for HR
- Strategic Planning

### Client Types/Levels of Experience:

- EVP – SVP – VP - Director
- Emerging / High Potential Leaders
- Line Management

### Industry/Functional Experience:

- Healthcare, Energy, Education, Banking, Construction, Non-Profit
- Sales, Marketing, Quality Assurance, IT, Operations, Human Resources

### Cultural/Multi-National Experience:

- Lived and worked in Singapore with responsibility for Talent Management and Organization Development for SEA, China, India, and A/NZ
- Lived in UK while working with the Uranium Institute
- Managed staff globally

### Professional/Corporate Experience:

Over 20 years of business experience in a variety of industries and organizations and 10 years as executive coach and organization development consultant.

- Sr. Director – Global Talent, OD, Leadership, HR Ops – Quintiles
- Director – Global OD – Bayer
- Director – Business Development Visiocom

### Education:

- MBA – International Management – Iona College
- BA – Mass Communication – Iona College

### Certifications/Qualifications:

Assessments:

- Korn Ferry /Lominger Suite
- Hay Group Style and Climate Inventories
- Personal Styles Inventories

Professional Credentials:

- GSHR Certification - 2009
- Professional Coach – Corporate CoachU – 2004
- Associate Certified Coach - ICF

### Notables:

- Author of numerous articles on business best practices – key areas include change management, M&A, leadership development, talent management, and organization development.
- Seasoned speaker and workshop facilitator – experience with both international internal meetings and general audience conferences
- Author of two non-fiction books: **An Introvert's Guide to Job Hunting** and **Strategic Planning Unleashed**.
- Experience in academia as both adjunct faculty member and guest lecturer for several courses in the areas of leadership, change management, coaching and mentoring, and international trade.