



Professional Bio for Steve Lishansky  
Chief Executive Optimizer, Optimize International

Steve Lishansky is the founder and President of Optimize International, the successor company to Success Dynamics that he founded as one of the first executive coaching firms in the United States. He is recognized as a leader in the fields of building high-value relationship skills, executive coaching and development, and improving organizational alignment and performance. Steve is also the founder and Executive Director of the Executive Coaching Institute (ECI), the oldest coach training organization dedicated to elevating results by educating top-level executives and coaches in the principle-based, highly effective work he pioneered.

Since starting his consulting, coaching and facilitation company in 1992, after a distinguished 20 year career founding and running companies, Steve has worked with senior leaders and their organizations producing results through: executive coaching; consulting; delivering customized educational programs and keynotes; and facilitating executive meetings, retreats and strategic planning sessions. His specialties include working with senior executives, top leaders, and designated future leaders in:

- **Building high value relationships** – utilizing effective inter-personal communications and influence skills for increasing the clarity, value, impact and results with clients, stakeholders and employees, leading to high level alignment, high value relationships, and consistency in bringing out the best in their people
- **Mastering the dynamics of effective leadership:** producing high-impact, sustainable results with their people and organizations through authenticity that informs effective presence, communications, and alignment around their vision, mission, goals and strategies
- **Improving overall team and organizational results** – developing the coaching, mentoring and leadership skills that maximize leaders' leverage with their people, their people's effectiveness with each other, and high level alignment of vision, mission, goals and strategies

A brief listing of the types of services Steve offers, and clients he has worked with include:

- **Executive coaching with senior leaders** at MetLife, Freddie Mac, New England Financial, State Street Corporation, State Farm Insurance, Glaxo Smith Kline, Johnson and Johnson, Novartis, Eastern Bank, Cisco, Canadian Tire, Ketchum, Camp Dresser & McKee, Arby's (the corporate franchisor), AMC Networks (division of Cablevision)

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- **Designing and running educational programs on leadership for top executives** at PricewaterhouseCoopers, Novartis, Johnson and Johnson, The US Department of Labor, OSHA, Fleet/BankBoston, SunAmerica Securities, MetLife, Keane Consulting, CDM, New England Financial Information Services, and Tri-Gen Energy Corporation
- **Customizing his Building High Value Relationships™ programs to transform and reorient the culture** at New England Financial Information Services, Fidelity Investments Systems Group, MetLife, State Street Global Advisors' IT Group, Oakley, CDM, Accenture, Novartis, Johnson and Johnson, PHCS' IT Group, Arbys, and AMS
- **Facilitating senior executive groups** to produce high-level alignment of their vision, mission, goals and strategies at organizations as diverse as: Freddie Mac, EMC, New England Financial Information Services, Agfa, Harvard Clinical Research Institute, Johnson and Johnson, Booz Allen, Watson Wyatt Worldwide, State Street Global Advisors' IT Group, NASA, Canadian Tire Corporation, The Coast Guard Foundation, and The Federal Aviation Administration
- **Speaking to numerous executive groups** on leadership, organizational effectiveness, building high value relationships, executive coaching and development, and building sustainable corporate cultures that thrive on innovation and change

Steve is one of the first Master Certified Coaches with the International Coach Federation (ICF), and a past President of their largest chapter, ICF-New England. He is also the Past-President of the New England chapter of the National Speakers Association, and the designer of the personal transformation program *Vision to Reality*, as well as the interpersonal mastery program *Building High Value Relationships™*. His book on transformational leadership and organizational alignment: *Avoiding The Expertise Trap™ – Why Being Right Is Insufficient for Being Effective in the 21<sup>st</sup> Century* will be published in the fall of 2008.

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