

LYNN DESSERT



Lynn began her entrepreneurial quest in 2001 after a 17- year career in human resources and line management within many of the best practice Fortune 1000 companies:

AlliedSignal (Honeywell International)
The Quaker Oats Company (PepsiCo)
Bausch & Lomb Inc.
Engelhard Corporation
The Kroger Company

Lynn previously held such positions as Vice President, Human Resources, where she provided coaching to executives and managed world-wide succession planning, training and management development.

In 2006 Leadership Breakthrough, Inc. was founded with the intent to expand one of our greatest human assets: brain power or cognitive development. Lynn works with individuals and teams.

In 2008, Elephants at Work was introduced; a blog capturing thought leadership on how to effectively manage your career and relationships.

In 2011, AssessmentRatings.com was launched as a knowledge and resource portal for assessments targeting personal growth, career changes and building organizational capabilities.

WHAT TO EXPECT FROM LYNN

Expect your thinking to be challenged. Lynn will teach you or your team how to be more successful in decision making, communication, problem solving, creativity and strategic thinking.

Poor execution often happens when we underutilize skills or capabilities or neglect to leverage other people's strengths.

CLIENTS

Johnson Polymer
Transcat, Inc.
SC Johnson
Goldman Sachs
Newport Corporation
BASF
Educational Corporation of America
Guilford Pharmaceuticals
Kenron Industrial Air Conditioning Inc.
RochesterWorks!
Victor Insulators, Inc.
Lakeland Equipment
Ameritherm
CODACO
Barthelmes Manufacturing
American Marketing Association
District Rotary
Bay Park Associates
AWC
ASQ
AFP
SHRM
IAAP
Individual Coaching Clients

TESTIMONIAL

"Lynn has provided our company with excellent training and development expertise. I have utilized Lynn's expertise in several group training sessions as well as for individual leadership training. She has always delivered excellent results. I highly recommend her!"

Gary Raley Ex-President & COO, Johnson Polymer

Expect to hear candid feedback. It is difficult to measure progress without establishing a starting point. The use of assessments is an integral step in establishing gaps and setting goals to work on the right things.

Expect a direct approach tempered with compassion. Trust is essential to honest and open discussions.

Expect laser beam analysis. Ensure you are working on the root cause of a problem.

Expect more than training. In group or one-on-one coaching situations, Lynn successfully designs and delivers solutions that give you the “Ah Ha”, an essential ingredient to overcome fears and obstacles that impede your success.

EXPERTISE & CERTIFICATIONS

Extensive training, qualifications or certification is a requirement for some of the methods Lynn uses with her clients, including:

- Myers-Briggs Type Indicator (MBTI)
- Herrmann Brain Dominance Instrument (HBDI)
- Benchmarks 360° Feedback
- SKILLSCOPE°
- KEYS°
- Executive Dimensions
- 360 BY DESIGN
- Prospector°
- Firo-B
- Strong
- TKI
- Certified Compensation Professional (CCP)

Lynn received a B.A. degree in Social Work from Wright State University, Dayton, Ohio in 1981. She continued her education in an accelerated graduate program at Miami University, Oxford, Ohio earning an M.B.A .with Management concentration in 1983.

MEMBERSHIPS

Member of the Society of Human Resource Management (SHRM)
World at Work
Rochester Professional Consultants Network (RPCN)

CLIENT PROFILE

Executives
Directors and Managers
Teams and Groups
Individuals who aspire
Independent Business Owners
Consultants

HOW YOU BENEFIT

Lynn’s broad experience and perspective enables her to visualize big picture implications, prioritize and break problems down to manageable tactical steps.

TESTIMONIAL

“I worked with Lynn as my career coach and can say undeniably that she made substantial contributions in helping me find my next opportunity and enhancing my awareness of my personal & professional make-up. Her insight and thoughtful analysis enabled me to make deliberate changes on how I present myself to others and more conscious of my natural tendencies. I highly recommend Lynn as coach/consultant that can serve as a sounding board, help in the analysis of complex business/personal dynamics and identify alternatives and possible solutions.”

Private Coaching Client