

# Beth Summers, Ph.D.

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## WHAT BETH'S CLIENTS SAY:

*Beth Summers has an uncanny ability to size up a problem, cut to the heart of it, and offer actionable advice. I have been referring people and organizations to her for years. She has worked at the top of the house in many large companies, but has the refreshing ability to relate to people at all levels, and in every sector. Clients can see how and why they should apply her recommendations. The loyalty she commands is a hallmark of her consulting practice.*

Nancy Badore  
Former Executive Director Leadership  
Development Program Ford Motor  
Company

*Beth truly understands that each leader is unique, facing unique business challenges, and operating in a unique corporate culture; and thus a customized development program for each executive is required. Practical and action-oriented, diplomatic yet direct, Beth resonates with the leaders she coaches and inspires them to improve. We frequently hear from those whom she has coached that she is the first person to offer them true and useful feedback.*

Kathy Spinelli  
Former Vice President, HR,  
Kmart Corporation

*Beth is an extraordinary coach. She has a unique ability to hold up the goals and needs of the business as a steady beacon while relating to the person she's coaching with great compassion. She frames discussions in a way that allows the person to seize the opportunity for improvement rather than focus on missed opportunities in the past.*

Karen Papa  
Senior Vice President, Communications  
Textron Financial

## ABOUT BETH

Beth helps top-tier organizations in every major industry develop learning-agile leaders. Beth has worked with senior executives in every major industry and employees of every stripe—factory workers, administrative staff, technology professionals, and managers. Over the past 25 years Beth has coached more than 5,000 leaders from all over the world and at all stages of their careers. Known for her ability to create rapport with just about anyone as well as intuitive “radar” which allows her to identify both untapped talent and trouble spots, it is not surprising that Beth has a very high client retention rate.

**Be the Strength You Want to See**

## EXECUTIVE COACHING

Beth is often called upon to coach executives at all levels so these leaders can broaden their skill sets or make mid-course corrections as they assume new or changing responsibilities. Although Beth customizes the process for each client, the stages of her coaching engagements usually include the following:

- Orientation Conversation
- 360° Feedback Data collection (may include additional solicitation of confidential comments)
- Results Interpretation of 360° Report
- Action-plan targeting tangible results within 90 days
- Follow-Up Session(s)
- Additional Coaching as needed/requested

Beth uses 360° feedback as a starting point for her one-on-one coaching to define how a client is perceived by his/her key stakeholders. At the beginning of the 360° feedback process, the client requests feedback from his/her boss, peers, and direct reports on competencies which are critical to his/her job role. The feedback is compiled into a report that gives the client a summary view of his/her competencies as perceived by close associates. Beth uses the Lominger VOICES® Multi-rater 360° Feedback System\* because it can be easily customized and its 67 competencies are described in easy-to-understand business language.

Beth operates from a deep conviction that people are happiest when they succeed. What makes Beth an extraordinary coach is the three-way combination of being compassionate; direct; and results-oriented. Beth helps her clients see themselves the way they are seen by others, and she works with each client to create an actionable plan yielding tangible results starting within 90 days.

\*Lominger International is a Korn Ferry Company.

## Beth's Work

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Beth has divided her career evenly between in-house roles and independent consulting. She has served rapidly-growing start-ups that went on to become Fortune 100 giants as well as mature companies operating in more stable markets.

- Dell Computer, Vice President of Executive and Organization Development during Dell's frenetic growth spurt during the mid-1990's
- The Tom Peters Group, Director of Marketing, during the mid-80's when Tom Peters was the leading advocate for customer service and quality improvement
- Apple Computer, Group Manager of Human Resources during its start-up years
- Frito Lay, Manager of Executive Development
- General Motors, a paid assignment during her student years which funded 100% of her dissertation research

In her work as an independent consultant, Beth has created several executive development programs. She has also had the opportunity to guide clients through projects which explored leading-edge concepts:

- Both Ford Motor Company and JohnsonDiversey (a subsidiary of Johnson Wax) recruited Beth to create executive development programs with them. She enjoys an ongoing 10-year relationship with Textron, Inc as a consultant to the enterprise-wide Developing Leadership Excellence (DLE) program.
- Beth was on the scene when Charles Schwab & Co., Inc. led its industry into internet trading in the early-90's. She led a team of consultants who helped senior executives restructure the IT and Retail business units during a period when Schwab operated the busiest transaction-processing environment in the world. Partly due to their work together, one Schwab executive became one of Fortune's Top 50 Female Executives and is now the CEO of an internet-based retailer.
- A lively sense of adventure carried Beth through an 18-month tour of duty in Alaska for the purpose of streamlining the operations of the Alyeska Pipeline. From the North Slope in mid-winter to Valdez in summer, Beth facilitated memorable discussions among a multi-cultural group including native tribal leaders, drilling companies, and Anchorage-based staff. The project, a pioneering effort at supply chain management, resulted in substantial cost reductions, which made longer-term employment more of a guarantee.
- When British Telecom recruited an international team to London in the late 80's to streamline its operations, Beth was on the team that took on the six-month challenge.

Beth is one of seven independent consultants originally invited by Robert W. Eichinger, Ph.D., and his partner Michael M. Lombardo, Ed.D. to become Lominger Associates in 1991. Beth is a Master Associate, licensed to certify professionals in all the Lominger products. Beth received her B.A. in Sociology and Psychology from the University of California at San Diego and her Ph.D. in Industrial/Organizational Psychology from Bowling Green State University, Bowling Green, Ohio. When she's not on a plane or working with a client, Beth enjoys gardening, renovating high-potential houses and taking her partner, Bob James, on trips using frequent flyer miles.

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