

MICHAEL EDWARD LECHNER

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EXPERTISE

Executive leadership of global talent management team of HR generalists and specialists. Human capital strategy design, talent management including workforce planning, forecasting of pivotal talent needs, recruitment, on boarding, leadership assessments, executive development, executive compensation, retention, succession planning, and organizational development.

EXPERIENCE

2007 – Present Kelly Services Troy, Michigan

Vice President, Global Talent Management and Leadership Development

Designed and led the implementation of a global talent system across multiple businesses/geographies for this Fortune 400, \$5.7 B iconic company. Identified, developed and connected global services and processes enabling the company to attract, equip, develop and retain key talent, high-potential leaders, and pivotal individual contributors. Organized the system such that it delivers robust talent data which enables effective succession planning, accurate forecasting of talent needs, and informs human capital strategy to competitively differentiate. Implemented a rigorous, accurate assessment of leadership potential in the top three tiers of leaders that has resulted in significant cost savings through targeted differential development spending and measurable improvement in the preparation of individuals for advanced leadership roles.

2006 – 2007 Personnel Decisions International Minneapolis, Minnesota

General Manager, Michigan Regional Office

Operating executive with P&L responsibility for top global talent management consulting firm with 30 offices world-wide. Turned around a failing office. Improved YOY revenue, contained costs, improved and expanded service delivery in the office. Established regional and industry specific strategy aligned with the overall company growth strategy. Account manager for multiple Fortune 100 global accounts. Planned and led numerous complex, multi-faceted talent systems consulting projects. Provided executive assessment, development planning, and coaching for senior executives. Clients included Dow Chemical, Chrysler, Goodyear, Lexmark, Ford, American Greetings, Eli Lilly, Nationwide

2004 – 2006 WolfLechner Consulting, LLC Davison, Michigan

Managing Partner, Chief Executive Officer

Co-founded and led niche healthcare and physician leadership consulting firm. Designed and delivered team and individual leadership assessment, development planning, executive coaching, and training workshops on emotional intelligence for large number of national health care systems and local hospitals. Drove double digit revenue growth in the first 2 years. Clients included McLaren Health System, Pontiac General Hospital, Ascension Health, Synergy Medical Education Alliance, Northern Michigan Hospital, Mott Children's Health Center.

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2002- 2004 RHR International Chicago, Illinois

Staff Consultant

Top niche leadership consulting firm. Delivered high quality senior leadership assessment, development planning, and executive coaching to Fortune 500 clients around the world. Helped companies identify high-potential talent and coached many of these individuals in preparation for advanced leadership roles. Clients included Gillette, Johnson Controls, Braun, Oral-B, Duracell, Holcim, The Henry Ford, Dow-Corning.

1990 – 2002 Hurley Medical Center and Michigan State University College of Human
Medicine – Flint Area Medical Education, Inc. Flint, Michigan

Chairman, Department of Psychology

Developed nationally recognized postdoctoral fellowship in Health Psychology. Solved critical clinical service need for the hospital by creating a 24 hr. psychology consulting service to all in-patient nursing units, using postdoctoral fellows and local psychology faculty as on-call providers. Furthered the education of multiple cohorts of medical residents and medical students by effective teaching and attainment of academic rank of associate professor. Improved the quality of physician practice in the medical center by being elected to the medical executive committee and serving on the conduct and procedure committee.

1996 – 1999 Rappahannock Treatment Services Fredricksburg, Virginia

Senior Vice President, Clinical Services

Co-owned and led an out-patient treatment facility for psychiatrically ill adolescents. Helped design and implement a day school program for adolescents purchased by local school districts. Managed P&L for the adult outpatient program.

EDUCATION

- 1990 Michigan State University
Post Doctoral Fellowship
- 1988 University of Pittsburgh
Doctor of Philosophy, Psychology
- 1982 Antioch University
Master of Arts, Psychology
- 1980 University of Wisconsin
Bachelors of Science, Psychology

TEACHING

- 1992 – 2008 Associate Professor, Michigan State University College of Human Medicine
- 2008 -2009 Instructor, Ross School of Business, University of Michigan