

# Mark J. Cappellino

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## PROFESSIONAL EXPERIENCE

- 2004-Present **PRIMARY LEADERSHIP, LLC** Nashville, TN  
***Principal, Leadership Consultant, Executive Coach***  
Design and facilitate custom leadership development workshops to support individual and team learning that enables greater execution to strategy. Offer one-on-one executive coaching and organizational development services to senior leaders and leadership teams of for profit and not for profit organizations worldwide. Coach next generation managers and leaders through their specific development challenges as they accept more organizational responsibility.
- 2002-2003 **FRANKE FOODSERVICE SYSTEMS** LaVergne, TN  
***Director of Organizational Development – Worldwide***  
Responsible for alignment of business strategy & process development, variable compensation, leadership development, and internal executive coaching initiatives for \$400 million, multinational manufacturing company
- 1996-2001 **THE ALIGNMENT GROUP** Nashville, TN  
***Principal & Founding Partner, Independent Consulting Firm***  
Organizational development and training specialist in strategy development, performance measurement, variable compensation, organizational change, collaborative problem solving, leadership development, and executive coaching
- 1986-1995 **ALKRON MANUFACTURING CORPORATION** Rochester, NY  
***Vice President, Marketing & Sales (1/92-12/95)***  
Managed inside and outside sales for a multi-million dollar, "Rochester 100" company specializing in precision machining, assembly, and product development. Serviced existing OEM customers and developed new business in strategic areas of growth to support \$3.5 million investment in new division.  
  
***Division Manager (9/88-1/92)***  
Directed daily operations of 40-person, \$5 million assembly division and had responsibility for sales and profitability, manufacturing, engineering, and materials management.  
  
***Project Manager (3/86-9/88)***  
Managed mechanical and electro-mechanical assembly projects. Responsible for negotiating with customers and suppliers, developing and executing manufacturing plans, hiring personnel and weekly reporting to senior management.
- 1983-1985 **EATON CORPORATION** Baltimore, MD and Atlanta, GA  
Aerospace and Commercial Controls Division  
***Sales Engineer*** – Managed 5-state territory responsible for \$5 million in sales.

## EDUCATION & PROFESSIONAL DEVELOPMENT

- Cylient Johnston, IA  
**Facilitator Training**, December 2009  
Coaching in the Moment® – Certified Facilitator (pending)
- Process Work Institute Seattle, WA  
**Personal, Organizational, and Systemic Change**, March 2008
- Newfield Network Boulder, CO  
**Coaching for Personal & Professional Mastery**, 2008  
ICF Accredited Training, Master Certified Coach Training Track  
**Foundations of Ontological Coaching**, 2006-2007  
**Ontological Coaching Intensive Training**, 2006
- Middle Tennessee State University Murfreesboro, TN  
**M.A. Psychology**, 2005  
Concentration: Industrial and Organizational
- College of Executive Coaching Santa Barbara, CA  
**Intensive Coach Training Program**, ¾ Completed, 2004  
ICF Accredited Training, Master Certified Coach Training Track
- CoachWorks International Inc. Dallas, TX  
**Licensed Facilitator**, 2001  
Legacy Leadership® Institute – Licensed Facilitator
- Corporate Coach University San Diego, CA  
**Licensed Facilitator**, 2001  
The Coaching Clinic® – Licensed Facilitator
- Center for Dispute Settlement Rochester, NY  
**Mediation Training**, 1996
- Clarkson University Potsdam, NY  
**B.S. Interdisciplinary Engineering & Management**, 1983  
Concentration: Engineering and Manufacturing Management

## ASSESSMENT CERTIFICATIONS & LISENSSES

- Lominger – Voices® 360
- Lominger – Leadership Architect®
- Leadership Agility® 360 (LA360) – based on Leadership Agility by Joiner & Josephs
- Hogan Leadership Forecast Series
- Leadership Practices Inventory (LPI) – based on The Leadership Challenge by Kouzes and Posner
- Myers Briggs Type Indicator (MBTI)

## PROFESSIONAL AFFILIATIONS

- Tennessee Coaches Alliance (TCA) – Member, Board President, 2008
- Planning Committee – Executive Coaching Summit 7, San Jose, CA, November 2005
- Executive Coaching Summit 6, Executive Coaching ROI Research Committee, Quebec City, November 2004
- International Consortium for Coaching in Organizational (ICCO) – Charter Member
- International Coach Federation (ICF) – Member
- American Society of Training and Development (ASTD) – Member
- Society for Human Resource Managers (SHRM) – Member