

Ernie Turner, Senior Partner & President

Ernie Turner is the President of LIM, Leadership in International Management, a global consulting firm focused on development – people and business – simultaneously using Action Reflection Learning™ principles. Ernie has a BA in English Literature from Wheaton College, Illinois and an MA in Educational Administration from City College, NYC.

Early in his career, over a 10-year period, Ernie worked and lived in Sarawak, Malaysia (with the Peace Corps), then in Angola, Brazil, Italy and Kenya as a teacher and principal with International Schools Services. Subsequently, he co-led a major organizational change project with the New York City school system working with the New York Urban Coalition, a consortium of corporations investing in major urban change.

For the last 26 years Ernie has been leading LIM. In this capacity he has been building LIM as an organization and working on a variety of change initiatives within multinational corporations around the world including merger integration, leadership development, team development, culture change, organizational alignment and human resource development. Some of the organizations he has personally worked with include: AMA, Amex, Apple, AstraZeneca, AT&T, Bayer, Berlex, BMS, Boskalis, Canadian Imperial Bank of Commerce, Chase, Coca-Cola, CPR, Himont, HSBC, IMS, Menarini, Merck (MSD), Motorola, ON Semiconductor, OOCL, Pfizer, Prudential, Roche, Romanian School System, Save Sarawak Rivers, Shire, StenaLine, Stroyppolymer, Stryker, Syngenta, Tekra, UNDP and Volvo.

Ernie has coached many executives from all kinds of industries and over 75 leadership teams. He has written numerous articles on leadership, teamwork and learning and contributed to several books including *Earning While Learning in Global Leadership*, recounting Volvo's 10-year experience using Action Reflection Learning principles and practices. He led a cross-functional team of AstraZeneca professionals in writing *The Little Book on Teamwork*. Ernie and Isabel Rimanoczy, one of his partners, co-authored *Action Reflection Learning: Solving Real Business Problems by Connecting Learning with Earning*. He has a new book that has just come out: *Gentle Interventions: While Team Coaching: Little Things That Make a Big Difference*. He is a frequent conference speaker.

His passions include designing complex change initiatives, coaching executives and their teams, piano, tennis, scuba and golf.

Areas of capability include:

- ⚙ Executive Coaching
- ⚙ Team Coaching
- ⚙ Organizational Alignment Coaching
- ⚙ Meeting Facilitation
- ⚙ Developing Team Coaches
- ⚙ Developing a Corporate Culture
- ⚙ Designing & Delivering Leadership Development Programs

We develop your leaders while they develop your business.