

Kathy F. Bernhard

Kathy F. Bernhard is the president of **KFB Leadership Solutions**, a firm that helps organizations drive performance through the design and implementation of talent management and other strategic development and human resources programs.

Kathy is an accomplished human resources executive with 25+ years of experience spanning industries including high technology, media and information services and health care. She works with clients to create **talent management processes** aimed at developing the organization's future leaders, and **consults with leaders at all levels concerning strategies for enhancing business results through developing human capital**.



Kathy's areas of expertise include leadership development, coaching, performance management and organization development. She is a seasoned "hands-on" professional with in-depth knowledge of executive assessment, 360° feedback, succession planning, training facilitation and executive assimilation.

Prior to launching her own practice, Kathy was **Director, Management Development, at Arrow Electronics, Inc.** in Melville, NY. Arrow is one of the world's largest distributors of electronic components and computer products to industrial and commercial customers. In this role, Kathy was responsible for **global succession planning** and leadership development, with particular emphasis on **European clients**. Kathy's work on **corporate mentoring programs** at Arrow is summarized in the 2001 book, "**The War for Talent**," based on the McKinsey & Company research of the same name. Arrow scored the highest of thirty five companies on the question of mentoring in that study.

Previously, Kathy served as the **senior HR executive** for **CMP Media, Inc.**, Manhasset, NY, rolling out the organization's first management development initiatives. She also held a variety of human resources management positions with **Unisys Corporation** in Great Neck, NY, which included successfully **negotiating labor contracts**.

Kathy is certified in the **Leadership Architect®** suite of tools from **Lominger Limited Inc.**, and has used them extensively in her work since the mid-1990's. She has used them for work with individual executives, with intact **executive teams**, as well as in the design of an **in-house assessment center for high potentials**. Kathy is also a **certified executive coach** through **Lore International Institute** and is part of their global network of 200+ certified executive coaches. Clients value Kathy's ability to identify and articulate the core issues preventing individuals and teams from realizing their performance potential, along with her ability to **craft tailored development solutions** to address these obstacles. They also appreciate her relationship skills and practical, results-oriented approach to solving business problems.

Kathy holds a **B.S. in Industrial and Labor Relations** from **Cornell University** and an **M.B.A.** from Adelphi University. She is also a member of the YWCA Academy of Women Achievers and represented Arrow Electronics as a member of the **Conference Board Council on Development, Education and Training**.

Ms. Bernhard is a frequent presenter at national conferences speaking about her work in the areas of 360° feedback and succession planning. She has served as a board member and chairperson of the HR Committee for Harbor Child Care Centers in New Hyde Park, NY, and has also been a parent advisor to a local children's newspaper.

Kathy can be reached through her Port Washington, NY office at 516-767-8221, or by email at kathy@kfbleadership.com. Additional information about Kathy's work is available at her website, <http://www.kfbleadership.com>.