

# Leadership and Executive Coaching Coach Profile



**Tom Ucko, M.A., M.B.A.**

## **COACHING STATEMENT:**

Tom is a seasoned leadership coach and organizational consultant with a unique blend of tough-minded business sense and psychological savvy. His leadership coaching for executives and senior managers helps them develop their emotional intelligence, increase their ability to produce results through and with others, and achieve their personal and professional goals. He partners with leaders to support them to create productive, high-performing teams and develop effective short- and long-range strategies. His work helps executives, managers, and teams identify and resolve the troublesome issues that keep them from achieving their business goals and reaching their potential. He is particularly effective with conflict, and in "messy," emotionally charged, or ambiguous situations.

## **EDUCATION:**

**M.B.A. Management, Fordham University**

**M.A. Counseling Psychology, Columbia University**

## **DISTINCTIONS:**

Tom's style, comfortable yet persistent, encourages people to open up and pushes them to action. He is direct and practical, with sensitivity to both business objectives and individual needs. His clients describe him as quick to grasp the essence of a situation, clear and forthright in his recommendations, and courageous in dealing with difficult issues. He has special expertise with emotional intelligence assessment, which he uses widely in his work with leaders and their teams. Tom has worked in a wide variety of organizations, with significant experience in financial services, biotech, healthcare, and high tech.

## **PUBLICATIONS:**

Tom's book, ***Selecting and Working with Consultants: A Guide for Clients*** (Crisp Publications), offers practical tips for getting the best from consultants. His articles have appeared in a variety of business and professional publications including the 2005, 2006, and 2007 ***Pfeiffer Annual: Consulting***.

### **CERTIFICATIONS & AFFILIATIONS:**

Tom is certified to use the BarOn EQ-i, the first scientifically validated assessment of emotional intelligence. He is Board Member of the Bay Area Consultants Network (BACN) and a past Vice President and Program Chair of the Professional Coaches and Mentors Association (PCMA). Tom has taught at JFK University in the Certificate Program for Coaches and the Masters Program in Organization Psychology, and has facilitated t-groups in Stanford University's Interpersonal Dynamics course.

### **CAREER HISTORY:**

Before establishing Ucko Affiliates in 1986, Tom was Manager, Organizational Consulting with Laventhol & Horwath, a national accounting and consulting firm. Previously, he consulted internally, and directed planning and human resources departments with Fortune 500 corporations.

### **REPRESENTATIVE CLIENTS:**

Chevron Federal Credit Union, Coopers & Lybrand, CPAs, Federal Home Loan Bank of SF, Federal Reserve Bank of SF, Kinecta Federal Credit Union, Travis Credit Union, WesCorp Credit Union, Abbott Diabetes Care, Amylin Pharmaceuticals, EMD Biosciences, Gilead Sciences, MedImmune, Tularik, Delta Dental Plan, Dominican University of California, Electric Power Research Institute, Golden Gate University, Kaiser Permanente, Stanford University, UC Hastings Law School, Applied Materials, Hewlett-Packard Company, Hyperion, Intel Corporation, International Rectifier, Nortel Networks, Philips Components, Sun Microsystems, Chevron Corporation, Clorox Company, Kellogg Company, Levi Strauss & Co., Sun-Maid Growers.

### **CLIENT QUOTES:**

*Tom's clients say: "He's willing to deal with tough issues...Although he excels in working with people, emotions, and the 'soft' issues, he is a disciplined planner and pushes for results...Can deliver painful feedback in ways I can hear...Easy to trust...Understands the CEO perspective—a great coach...Politely dogged...Gains team's confidence immediately...Has integrity, insightful...Really cares about his clients."*

"Tom is very clear in his discussions, his coaching and his methodology. There is no beating around the bush—he cuts to the chase. Personally I learned to communicate more directly to the issue and the problem. Tom has great integrity."

—Bob Siravo, CEO/President, WesCorp

*"Tom's coaching helped me to better understand my own personality and how to work more effectively with different personalities and situations. He picks up on people, recognizes things head-on, and makes recommendations. Tom is more forthright than others. He really cares about his clients."*

—Louisa P. C. Fosset, Former Vice President of Human Resources, BRE Properties, Inc.

Tom is based in the San Francisco Bay Area.  
His last name is pronounced "You-koe"