

## Kassie Steegman, CFA



*"Inspiring Leaders and Teams to Realize Their Potential"*

Kassie coaches business leaders, entrepreneurs and corporate teams on building relationships, enhancing leadership capabilities, and managing transitions. She specializes in helping them create collaborative, authentic and empowered work environments that result in organizational effectiveness and productivity.

A key element with Kassie's work is ensuring clients put new behaviors, insights and skills into practice within their organizations and lives. Kassie accomplishes this by combining significant business experience with an in-depth knowledge of leadership and adult development. Kassie is passionate about helping professionals learn to embrace differences in behavioral style, values and experience. During the coaching process, Kassie helps clients discover their authentic leadership style by encouraging them to tap into their life and work experiences, passions and purpose. Leadership assessments are used to identify core competencies, internal assumptions, and reactive tendencies that may limit effectiveness in the workplace.



While co-managing multi-billion dollar equity portfolios for The State Teachers Retirement System of Ohio (STRS), Kassie coached analysts through the process of understanding how their own strengths, style and motivations contributed to their investment success. She encouraged ongoing dialogue and feedback regarding investment ideas and individual concerns.

Kassie has more than 20 years of experience in business including investment management and consulting. Her investment expertise is in healthcare, retailing, beverages, media and telecommunications industries. To be a successful leader, she recognized the importance of "walking her talk" as well as aligning individual and organizational culture, values and goals. Through her experience as a portfolio manager, Kassie discovered her natural desire for bringing out the best in others and creating successful work environments.

She uses the investigative skills she learned as an analyst to help her understand the industries in which her clients work, and she uses her strong questioning abilities to draw out insights and new perspectives from clients.

Her assessment expertise includes:

- The Leadership Circle 360 Profile (TLCP) and Culture Survey (TLCS)
- Hogan Assessments (HPI, HDS, MVPI)
- DISC (Behavioral assessment)
- PIAV (Personal Interests, Attitudes and Values)
- PTSI (Personal Talents, Skills and Interests)
- MBTI (Myers Briggs Type Indicator)

Kassie earned a personal and organizational coaching certification from The Hudson Institute of Santa Barbara. She holds Master's and Bachelor's degrees in Business Administration from The Ohio State University. Her professional affiliations include Brewery District Toastmasters Club, Central Ohio Coaches, and the CFA Society of Columbus. Previously, as a member of WELD, she chaired the 2010 "Twelve Women You Should Know" Calendar Committee.