



Wallace Bachman, New York, NY  
*Leadership Coach*  
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**Wallace is a Leadership Coach for Stellar Teams, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams**

Wallace has over twenty years of organizational and leadership development, and coaching experience. He began his career with Hay McBer while still a doctoral candidate in Psychology and Social Relations at Harvard University. He was hired to analyze data collected from U.S. Navy commands for the purposes of identifying leadership characteristics that differentiated superior from average performance, and to develop leadership training programs for naval officers. He later published this work as a chapter entitled Nice Guys Finish First in an academic collection of leadership research written for practitioners. While at Hay McBer, Wallace became certified and experienced in creating competency-based assessment and development processes.

At Digital Equipment Corporation (since merged with Hewlett Packard), Wallace led the design and delivery of competency-based management training programs. He was later responsible for the development, sourcing, and delivery of cross-functional first level management development in North America. When Digital re-organized, he left to form his own leadership development practice in Boston. Most of his work was to provide assessment, selection, and development resources for clients in the technology and financial services sectors.

Wallace is a member of the New York Chapter of the International Coach Federation, and is certified in the use of several assessment and development instruments.

### Areas of Expertise

- Assessment and Development
- Competency Modeling
- Executive Coaching
- High Potential Leader Development
- Performance Management
- Selection Interviewing
- Strategy Development and Execution
- Team Leadership

### Professional Experience

- Senior VP and Chief Talent Officer – United Way of New York, New York City, NY
- President – Fulcrum Leadership Development, Inc., New York City, NY
- President – Commonwealth Consulting Group, Boston, MA
- Executive Director – GLSEN/Boston, Boston, MA
- Associate – SGA, New Canaan, CT

### Education & Honors

- BA – Psychology, Reed College, Portland, OR
- ABD – Psychology and Social Relations, Harvard University, Cambridge, MA
- Coaching for Professional and Personal Mastery, Newfield Network

### Certifications & Affiliations

- 360s Assessments
  - CCL – Benchmarks and Skillscope
  - PDI – Profilor
  - SYMLOG – Team Leadership Values and Behavior
- Executive Coaching
  - Newfield Network Ontological Program
  - International Coach Federation
- Interpersonal Styles
  - MBTI, Social Style