

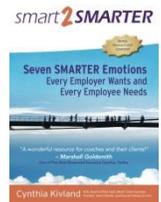


Cynthia Kivland

Author, President Smart2Smarter Coaching, Training and Assessment Services

With over twenty five years of accomplished human resource and leadership development experience, Cynthia is a coach, consultant and trainer for very smart people, leaders and teams. She is author of [Smart2Smarter](#), *Seven Positive Emotions Every employer Wants* along with coach certification programs focused on Social Emotional Intelligence.

With a Masters in Counseling, advanced studies in organizational psychology, along with advanced credentials as a Board Certified Coach, Master Certified Counselor and Certified Leadership and Talent Management Coach, Cynthia's passion is to inspire leaders and workplaces to use social and emotional intelligence to make smarter career and leadership connections. Additionally, as a career development expert and author of over ten career assessment tools, Cynthia works with clients to help them define how they will be successful (best in the world) and significant (best for the world) throughout their career.



Cynthia has held positions as Director of Education for a rural hospital system, Regional Consultant for CPP, Inc. (leading provider of assessment such as the MBTI) and President of a successful career and leadership development practice. Cynthia has served her community in various leadership roles including being elected to the International Board, Association of Career Management professionals, and Field Editor of the National Career Development Association magazine, *Career Convergence*. She writes a blog, [EQ Living](#), that focuses on bringing one's humanity into their career. She is on the Research team of the Human Capital Institute, EQ Moderator, [Liataud Institute Emotional Intelligence](#), Leadership Faculty and Coach, American College of Healthcare Executives, Good Life Team member, [Change Your Attitude, Change Your Life](#) and a faculty member of Lake Forest Graduate School.

She is a skilled facilitator and is qualified as a Level C assessment provider, where she is an expert on the MBTI®, FIRO-B®, Conflict Dynamics Profile, EQ-i 2.0, Strong Interest Inventory, Occupational Personality Questionnaire® and AAI Coaching Winners 360 leadership tools. She is certified to use NetSpeed and Developmental Dimensions leadership programs. Additionally, Cynthia is qualified to use the Work Profiling System, a job analysis process that creates the ideal job description and then, identifies assessment tools or methods for selection and professional development. Cynthia is a member of Emonet-L, established in 1997, a selected list of international scholars and practitioners interested in researching and applying knowledge of emotions in workplace and organizational settings. She is a Senior Career Consultant with REA career and transition services.

Clients include: Siemens Nuclear Medicine, ACT, Anne Arundel Health Care, Federal Reserve Bank, American College of Healthcare Executives, Bosch, Federal Housing Authority, Children's Health System, John S. and James L. Knight Foundation, Caremark, and Allstate. Cynthia's keynotes have been well received by medical, educational, pharmaceutical, academia and government firms.

Testimonials:

Cynthia served as an executive coach. She was great to work with and provided insights on how I could change in ways that would have a positive impact on my career. Within six months after finishing my work with Cynthia I was promoted to a VP position. – Tom Capetta, Vice President, Caremark.

Cynthia is deeply committed to making sure her client's needs are met. I partnered with her to solve some team issues that we had in a business unit. She offered great assessments, insights and solutions. She delivered quality work that really made a difference with the team. This will always stand out to me as a success! - Jodi Lanis, VP Human Resources, Navigant Consulting. [Additional Testimonials can be found at: LinkedIn Profile:](#)