



Steven E. Houchin is a Managing Partner of International Leadership Associates, a leadership development, education and consulting company with a 20 year history of “increasing the supply of leaders in the world.” He is a Master Facilitator and leading authority on the Five Practices of Exemplary Leaders, the widely acclaimed model of leadership behaviors described in the award-winning book, *The Leadership Challenge*.

Professional Expertise/Services

Steve has taught and coached leadership skills for executives and managers at all organizational levels for 30 years. His work focuses on developing the leadership capacity and team work necessary to create collaborative environments, which encourage associates to commit their best efforts and creativity to the organization’s mission.

Steve has worked with all types and sizes of organizations, including Fortune 100 companies, government agencies, not-for-profits, public school systems and higher education. His clients include The Kroger Company, Capital One, New York State Governor’s Office of Employee Relations, Middletown Regional Hospital, Dayton Power & Light Company, University of Dayton, LifeCenter Organ and Tissue Donation, the Chicago Public School System and the Ohio Public Health Leadership Institute.

Before becoming a partner with International Leadership Associates, Steve was the senior human resources officer in The Kroger Company’s Columbus, Ohio division. He was a key member of the executive team responsible for 90 retail stores, a warehouse, and transportation fleet. He led every aspect of human resources, including union contract administration and negotiation. In a subsequent position as Corporate Director of Human Resources Development, he had accountability for the corporate university, company wide training and education, leadership development and succession planning.

Recent Assignments

- Increased the leadership capacity and team work for the CIO’s senior team at a Fortune 25 company.
- Prepared a cadre of qualified Leadership Challenge facilitator for The National Fair Housing Training Academy.
- Led a corporate senior human resources team to higher levels of demonstrated leadership and influence.

Education and Professional Affiliations

- B.S. The Ohio State University
- Wiley and Sons Leadership Challenge Affiliate
- Qualified in the Belbin Team Role Inventory and the Five Dysfunctions of a Team

Contact Information

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