



**Shelby Challenger** is a professional leadership coach focused on challenging managers and leaders to maximize their business potential through the design and execution of a pragmatic and accountability-based coaching alliance. She assists leaders in identifying and optimizing the use of their key strengths, exploring potential areas of development and building the emotional intelligence competencies required to exceed in their roles. With a client-centered approach, Shelby is wired to derive satisfaction in seeing incremental growth in others. She has earned a reputation for high credibility and integrity, and prides herself on providing relevant, honest feedback with an unwavering goal of serving as a collaborative thought partner.

#### **Professional Expertise/Services**

Shelby has a strong background in human resources consulting, client service delivery and business development, having spent the last ten years affiliated with two global career management firms. Consulting with her client organizations, Shelby has contributed to their plans of organizational and employee career and transition management solutions aimed at driving stronger business results and improved bottom-line performance. Additionally, Shelby has provided transformational coaching to hundreds of executives in transition through a process of learning whereby clients created fundamental shifts in their perspectives, values, potentials and future career directions.

In addition to her human capital experience, Shelby has an extensive corporate background in developing and leading high performing teams in both sales and operations. With nearly two decades with AT&T Business Services, she has held management positions spanning sales, engineering, operations and customer care. She is most noted for having pioneered an alternate sales distribution channel, resulting in a company-wide implementation. Shelby also served as Advisor/Adjunct Instructor for the company's advanced management program for middle managers.

As part of her continuous professional development, Shelby is near completion of her executive coaching certification through the College of Executive Coaching, an accredited International Coaching Federation (ICF) program. She has completed certifications in Hogan Assessments -- HPI, HDS and MVPI -- as well as Center for Creative Leadership's (CCL®) Benchmarks®. Additionally, Shelby has received formal training in the use of several other assessments to include: multi-rater Leadership Practices Inventory (LPI), Myers-Briggs Type Indicator® (MBTI) Step II, FIRO-B®, CPI 260™, and BarOn EQi™.

#### **Recent Assignments**

- Careers in Action coaching through Women in Technology; coached women from the following companies: The Home Depot, McKesson, Jabian Consulting and CBeyond
- Executive Coaching with small specialty insurance company-coaching client relationship focused on ways to more effectively integrate with corporate culture having come from a Fortune 10 organization
- Coaching an SVP of major high tech firm to assimilate successfully in first 90 days following 20+ years with a different firm
- Leadership assessment and development plan of VP at small telecommunications company
- Coaching VP level on job search strategy and support

#### **Education and Professional Affiliations**

- Shelby earned an MBA from Marymount University in Arlington, Virginia, and a Bachelor's degree from Lock Haven University in Lock Haven, Pennsylvania. She is an active member in the Georgia Coach Association and is currently serving in an Advisor role to Women in Technology's (WIT) Careers in Action program.

#### **Contact Information**

CHALLENGERPERFORMANCE, LLC  
4956 Secluded Pines Drive, Marietta, Ga. 30068  
770-645-8068  
18shelby@bellsouth.net