



Mike Smith

Principal & Client Executive
AlignOrg Solutions

Mike Smith is a leadership and organization development catalyst who specializes in leading change management planning and aligning organizations' processes, choices and leaders to set direction and drive results. Mike comes with deep experience in the public sector and has advanced degrees in leadership development and public administration.

He has worked in university and public education administration. Mike has led large organization design projects across numerous organizations across a myriad of industries including Tyco, Lowe's, Cummins, Rockwell, Perkin-Elmer, Honda, the Centers for Disease Control, the Department of Homeland Security, Fortive, and Danaher. His focus is on supporting leaders in making choices aligned with strategy and helping to implement those choices through his specialties in executive coaching and change leadership.

Mike has worked with executive groups in numerous organizations – public and private. He is a strong facilitator who helps leaders and groups through the decision-making and change processes in high-stakes, complex organizational situations. He helps leaders understand the use of power and influence to create and sustain real growth within the organization.

Examples of his work include:

- Redesign of Fortune 50 retailer aligning critical capabilities with new Go-to-Market customer strategy
- Led major change management effort in Asia
- Global redesign of multiple IT, HR, Sales functions
- Multiple global change management/implementation projects
- Organization design efforts in HR, marketing, merchandising, sales, product management, finance

Mike has been a frequent presenter at national conferences on integrating leadership and change processes into organizations.

Mike's work is currently centered on executive coaching and leadership development with an emphasis in aligning leadership characteristics with learned behaviors, and allowing businesses to more effectively and efficiently plan for and identify leadership growth and development needs within organizations. He is also studying the role of organization design in education along with parental engagement in educational decision-making processes.

Mike has a Doctorate degree in Leadership Development and Administration.