



# DARREN OVERFIELD

**DEVELOPING EXECUTIVES,  
DELIVERING RESULTS**

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## ABOUT DARREN

Darren has a proven track record helping leaders improve their performance while increasing the effectiveness of their teams and organizations. He partners with clients to achieve results, integrating science and practice to enhance executives' leadership skills, foster their personal as well as professional growth and hone their decision-making abilities.

Prior to becoming an organizational consultant, Darren held management positions at General Electric and Genworth Financial in IT, marketing, and as a Six Sigma Black Belt. He earned a master's degree in clinical psychology from the University of Virginia and an MBA from North Carolina State University. He was trained as an executive coach at the Center for Creative Leadership (CCL), where he has served as an adjunct faculty member since 2007.

Darren is also an author, speaker, and researcher on the subjects of leadership and teams. He has published articles in *Harvard Business Review* online, *Chief Learning Officer*, *Consulting Psychology Journal*, and *The Psychologist-Manager Journal*, and he has presented at professional conferences such as the Society for Industrial and Organizational Psychology and the Society of Consulting Psychology.

## INDUSTRY EXPERIENCE

Darren has broad experience with a range of clients—large and small, for-profit and not for profit, family owned and publically traded—across a range of industry sectors:

- Financial Services
- Pharmaceuticals
- Bio-technology
- Telecommunications
- Electrical Components & Equipment
- Consumer Products
- Industrial Machinery & Manufacturing
- Insurance
- Management Consulting
- Retail

In addition, he coaches leaders in academic medical centers, law schools, federal government agencies and branches of the US military.

## COACHING APPROACH

Darren blends hands-on management experience tackling tough business problems with a practical way of applying psychology to the workplace. He brings a collaborative style and a pragmatic approach to working with executives and leadership teams. Darren builds a strong alliance and trusting relationship with clients, clarifies the desired outcomes for their work together, and systematically monitors progress towards these objectives.

His approach to facilitating behavior change begins with a focused assessment to pin-point the relevant coaching issues. Darren guides leaders through the data to make connections and draw their own conclusions. From there, he and the executive work together to create an action plan for realizing the leader's development goals. Darren provides the support necessary for each client to take the risks inherent in change and to grow as a leader and as a person.

## PERSONAL INFORMATION

He is an avid distance runner, having completed two marathons and a 200-mile relay race from Mount Hood to Seaside, Oregon. Darren lives in Greensboro, NC with his wife, Carrie, and their daughters, Leslie and Emma.

### CORE VALUES



**BUILD STRONG  
RELATIONSHIPS**



**KEEP SCORE**



**APPLY SCIENCE**



**KEEP IT SIMPLE  
(BUT NEVER SIMPLISTIC)**



**MAKE IT PERSONAL  
AND PRACTICAL**



**PRACTICE WHAT  
YOU PREACH**