



**Robert L. Turknett, Ed.D.**  
CEO  
Turknett Leadership Group



**Dr. Robert (Bob) Turknett** is an executive leadership coach and licensed psychologist with over 28 years of consulting experience. He is the Chief Executive Officer and co-founder of Turknett Leadership Group, an Atlanta-based consulting firm providing leadership and organization development services.

Dr. Turknett specializes in CEO Consulting, executive team development and individual development and coaching. Bob has served as an executive coach to more than 1,000 executives in more than 100 companies, both large and small businesses in a variety of industries. His unique approach to coaching blends psychological expertise with extensive business knowledge. Typical engagements involve work with a leader and the entire team producing leadership development results that impact the whole organization.

Bob, along with business and life partner Lyn, published a book about their work together entitled, *Decent People, Decent Company: How to Lead with Character at Work and in Life*. The book is based on the Turknett Leadership Character Model™ that describes the kind of character all of us need to lead wherever we are. Turknett Leadership Group sponsors a Leadership Character Awards program each year in partnership with the Siegel Institute for Leadership, Ethics and Character, honoring leaders of character in the business, education and nonprofit sectors.

Prior to founding Turknett Leadership Group, Dr. Turknett was in private practice for nine years for both the Georgia and Kentucky mental health and hospital systems. He was also co-founder of the Georgia Psychological Health Network and Chief Psychologist for the Georgia Regional Hospital System. He received his undergraduate degree in business from Jacksonville University and his doctorate in psychology from the University of Georgia. He was a member of the Phi Kappa Phi honorary society.

In 2006, Dr. Turknett received the Leadership Entrepreneurial Award presented by Jacksonville University to an outstanding alumnus, and in 2009 delivered the University's commencement address titled *Character is Destiny*. He is a member of the American Psychological Association, the Georgia Psychological Association, the American Management Association, the Society for Human Resource Management, the Atlanta Rotary, and the Metro Atlanta Chamber of Commerce. In addition, Dr. Turknett is an active United Way volunteer and served two terms as co-chair, with wife Lyn, of the Cole Society for Leadership Giving. Each year the Turknetts devote a portion of their time to pro-bono work with various organizations.

### **Consulting/Coaching Specialties**

- CEO consulting/coaching
- Senior executives and their teams
- Onboarding coaching for first year with new chief executives or senior leaders
- Turnaround coaching with valued leaders about to derail
- Pre-hire assessment – Helps companies validate their top choices for key positions, evaluating leadership and cultural “fit” which prevents costly mistakes that often result in high turnover and very dissatisfied employers and employees

- Senior leader integration – Helping a new executive accelerate his/her effectiveness up, down and across the company, minimizing mistakes, maximizing positive results, accelerating progress
- Executive team work – Building a culture of leadership character (integrity based leadership) throughout the organization and aligning strategy, culture and leadership to ensure long-term success and profitability

## **Representative Consulting Engagements**

- Large telecommunications firm – Executive team development with president of 35,000 person unit and all direct reports; individual executive coaching with president and all team members and team development sessions
- Advertising and publishing firm – CEO consulting with president plus executive coaching with multiple team members
- Banking and financial services firm – CEO consulting with president plus executive coaching with all team members and sequential team development sessions aimed at increasing collaboration and joint results
- Air charter services firm – Cultural assessment plus executive team development; individual coaching and development with president and all team members plus joint sessions with the entire team
- Large health-related nonprofit – CEO succession project, including assessment and coaching with potential candidates
- Large health-related nonprofit – CEO consulting plus executive coaching with all members of senior team, including executive team integration during a merger
- Large national fast-food restaurant chain – Executive team development; executive coaching with president and all senior team members
- Corporate aviation department – Key team development and work with department over ten years; executive coaching with director of department and leadership team, plus team sessions over several years
- Mechanical contractor – Executive team development; individual coaching and development with president and all team members plus joint sessions with the entire team
- Large telecommunications firm – Worked with officers and presidents of multiple business units, and served as executive coach to hundreds of executives and high potentials
- Global pharmaceutical sales organization – Executive coaching with president and sales executive; coaching and team development with sales support leadership team
- Large paper and building products company – Successful turnaround coaching with derailing executive
- Hospital and physicians practice – Senior executive consulting with medical doctor who was integrating physician practices with large hospital.
- Large pharmaceutical – Executive coaching with CIO and all direct reports
- Plastics and chemicals firm – Onboarding coaching of new CEO, including work with board, to accelerate success

## **About Turknett Leadership Group**

Turknett Leadership Group is one of the oldest firms in the Southeast experienced in character-based leadership and organization development. Our professional staff includes licensed psychologists, organization development consultants, and seasoned business leaders – all of whom have years of experience coaching executives and high potential managers.

Using the Turknett Leadership Character Model™ as our principal guide – together with the latest in assessment tools and development techniques – we enable companies to select, develop, promote, retain, and engage the best performing, most ethical talent available. The ultimate measure of our success is your improved business and leadership performance.