



Coaching Profile

Luke Simmering, PhD

▶ **Area of Expertise**

Leadership Development
and Coaching

Strategic Planning and
Vision Alignment

360 Programs

Employee Engagement
and Retention

Career Planning

Succession Planning

Family Business Systems

Talent Assessment
and Psychometrics

Data Analytics

High Performing
Team Initiatives

▶ **Client Experience**

Aflac, Ally Financial, American Airlines, Brinker International, California Pizza Kitchen, Cargill, Carmex, Cigna, Crown Castle, Devon Energy, Dine Equity, Edward Jones, Fidelity, Glanbia, Hyatt, IBM, Indiana University Health, InterContinental Hotels Group, JetBlue Airlines, Johnson & Johnson, Mazda, Northwestern Mutual, SAP, Terracon, TGI Fridays, The Hartford, T-Mobile, United Health Group, UTC Aerospace Systems, Walmart

▶ **Background**

Luke is an experienced Industrial/Organizational Psychologist with over 15 years of experience leading talent assessment and development objectives for global organizations across multiple industries. With a focus on leadership development and coaching, Luke strives to help people realize and unlock their potential through interactive data-driven discussion that adapts to each individual's goals, needs, and motivations. Prior to leading his own advisory practice, he spent several years as an internal consultant within a Fortune 100 organization, and then worked within a global advisory firm. He also has extensive training and experience working with family-owned organizations, helping leaders navigate the unique dynamics in that system. Luke serves as an adjunct professor within an MBA program at a local university where he developed the curriculum and delivered instruction for multiple courses. With a passion for education, he recently created a center focused on amplifying the voice of educators and delivering data-driven solutions, advising school administrations on how to better engage and retain their teachers.

▶ **Professional Experience**

Principal, Sand Creek Advisors LLC, Newton, KS

Owner, Educational Perceptions and Insights Center, Emporia, KS

Adjunct Professor, Newman University, Wichita, KS

▶ **Education**

B.A., Psychology and Business – Oklahoma State University

M.A., Industrial/Organizational Psychology – Minnesota State University

PhD, Industrial/Organizational Psychology – Louisiana Tech University