



**Ernie Turner** is President of **LIM**, Leadership in Motion, a global consulting firm focused on people and business development using Action Reflection Learning™ principles.

He lived and worked in Malaysia (with the US Peace Corps), Angola, Brazil, Italy and Kenya as a teacher and principal with International Schools Services. In the USA, he co-led a major organizational change project with the New York City and Boston school system transforming the 60 most dysfunctional elementary, middle and high schools at the time. Ernie introduced the innovative approach to the

Romanian school system that continues to this day.

As Founding Partner he has been building LIM into an international organization working on a variety of change initiatives with multinational corporations and NFP organizations around the world, facilitating merger integration, leadership and team development, culture change, organizational alignment, HR and team coach development. Some of the organizations where he has personally worked include: AMA, Amex, Apple, AstraZeneca, AT&T, Bayer, Boston School System, CIBC, Chase, Coca-Cola, Concepcion, Frasers Property, HSBC, I-ADB, IMS, Juniper Networks, Lufthansa, mClinica, Menarini, Merck (MSD), Motorola, Pfizer, Prudential, Roche, Romanian School System, Save Sarawak Rivers, Shire, SKF, Standard Chartered Bank, StenaLine, Stryker, Syngenta, Tekra, UNDP and Volvo.

Ernie has coached top executives and over 150 leadership teams. He has written numerous articles on leadership, teamwork, Peer Learning and contributed to several books including ***Earning While Learning in Global Leadership***, recounting Volvo's 10-year experience using Action Reflection Learning principles and practices. He led a cross-functional team of AstraZeneca professionals in writing ***The Little Book on Teamwork***. Ernie and Isabel Rimanoczy, one of his partners, co-authored ***Action Reflection Learning: Solving Real Business Problems by Connecting Learning with Earning***. Recently he published ***Gentle Interventions for Team Coaching: Little things that make a BIG difference***. He is a frequent conference speaker.

Ernie is an ICF certified Coach (ACC) and has a BA in English Literature from Wheaton College, Illinois and an MA in Educational Administration from City College, NYC. His passions include designing complex social change initiatives, coaching executives and their teams, developing team coaches, piano, tennis, scuba and golf.

**Areas of capability and interest include:**

- Peer Learning
- Organizational Alignment Coaching and Culture Change
- Retreat and Workshop Facilitation
- Developing Teams and Team Coaches
- Designing & Delivering Leadership Development Programs

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