

# SCOTT HACKMAN

Partner | CEO | Executive Advisor



## PROFESSIONAL SUMMARY

Scott has over 20+ years of experience in leadership as an entrepreneur, executive advisor, public speaker, and thought leader. He empowers leaders by nurturing emotional intelligence, promoting self-awareness, and providing guidance with clarity and purpose. Scott's focus is to bridge the divide between profit-driven business and meaning-centered humanity. His goal is to build healthy organizations for private ownership groups, their teams, and people to thrive.

Specifically, Scott brings in his brilliance in:

**Leading through transition:** Drawing from extensive firsthand experience in launching and merging multiple businesses, Scott excels in filling gaps and guiding entrepreneurs through periods of uncertainty, ambiguity, and change. Specializing in chairing professional peer groups for business leadership successors, fostering alignment, integrating cultures, navigating relationship dynamics, providing coaching, and ensuring accountability, Scott ensures smooth transitions and organizational success.

**Leveraging Emotions in Leadership:** Scott is a strong advocate for emotional intelligence, emphasizing the importance of aligning actions with core values across all aspects of leadership. He guides clients in embracing their uniqueness and harnessing their innate strengths to unlock greater fulfillment in their professional pursuits with courage, compassion, and curiosity.

## CERTIFICATIONS

**Certified Process Consultant**, Society of Process Consulting

**Certified Leadership Coach for Organizational Performance**, American University

**ICF Member Badge**, International Coaching Federation

**Certified Family Business Advisor**, The Family Firm Institute - FFI

**M.A in Christian Leadership of Missional Entrepreneurialism and organizational leadership**, Eastern Mennonite Seminary

## METHODOLOGIES

**Executive Advising:** Scott specializes in crafting high-value pathways for learning and development, facilitating the acceleration of leadership capabilities for executives, boards, and ownership roles. Throughout the process, he offers a wealth of resources, thought leadership and best-in-class content to inform and educate clients, empowering them to excel in their vision, values, and goals.

**Process Consulting:** Scott prioritizes attentive listening and employs insightful questioning. He goes beyond the typical inquiries, providing reflective discussions, accountability, and gentle reminders while identifying potential opportunities and risks.

**Emotion Literacy:** Scott guides clients in recognizing and understanding their emotions, gaining insights into managing discomfort, and strategizing actions to reach their goals. Through this process, clients experience heightened emotional understanding and self-awareness, empowering them to navigate difficult conversations and make decisions with confidence.

## SUCCESSFUL RECORD

Scott Hackman has coached over 500 individuals and collaborated with 100+ privately owned businesses in transition and change leadership. With thousands of hours leading and coaching one-on-one, group, and team meetings, he has a proven track record of driving lasting change. Ultimately, the majority of his clients develop their internal and organizational capacity, enabling them to thrive independently of Scott and his team.

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