

HEATHER TIBBLES-VASSILEV

Organizational Coach & Trainer | Leadership Transition Advocate

Professional consultant, coach and trainer, Heather Tibbles-Vassilev is on a mission to help leaders and business teams thrive as both people and business leaders.

Combining a 25+ year background as a business leader in medical devices & drug development with expert level expertise in decision making, problem solving, and personal & team effectiveness tools, Heather works as a Senior Partner at Focus Performance Systems, Inc.



The FOCUS™ suite of solutions is widely used in a variety of organizations in the USA and globally. The FOCUS approach provides powerful processes, tools and techniques for

- decision making
- problem solving
- personal development
- team advancement
- leadership development

As a coach, Heather utilizes an authentic, direct, trust-building coaching style with a toolkit of proven decision making, problem solving and personal effectiveness solutions. Her comprehensive, client-focused approach generates proven outcomes in **creating strong leaders & improved business results** while enhancing employee engagement critical to exceeding company targets.

Prior to her work at Focus Performance Systems, Heather held a variety of executive and management positions in medical devices and drug development organizations. Her roles included the full range of professional and management experiences, from staff scientist to vice president, and this collective experience allows Heather to connect so effectively with leaders at any point in their journey.

In addition to bottom line accountability, Heather initiated or led many initiatives to help professionals successfully navigate their leadership journey. These included:

- Creating a Core Team University leadership development program emphasizing systems thinking
- Leading a Culture of Innovation initiative
- Serving as an Internal Coach and Mentor for aspiring leaders
- Championing development efforts by achieving certifications in multiple team, and personal development solutions

Outside of work, Heather enjoys sharing her native plant garden with her community, teaching and practicing different forms of martial arts and long walks in the forest with her husband and puppy dog.

CONTACT HEATHER

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EDUCATION

CORe (Credential of Readiness)
 Business Administration & Management,
Harvard Business School Online
 BS Biology & Chemistry
Gordon College, Wenham MA

CERTIFICATIONS

Everything DISC® Facilitator
 Advancing Team Performance® Coach
 Prosci® Certified Change Practitioner
 Innovators DNA® Certified Trainer -
 Culture of Innovation®
 Discovery & Delivery Skills®
 Project Management Professional (PMP®)

EXPERT PRACTITIONER

Situational Leadership®
 Crucial Conversations®
 Influencer®
 Decision Focus®
 STAR Organizational Assessment
 Maximum Influence®
 Polarity Management
 Systems & Strategic Thinking