



## **Fred Racey**

*Alliance Partner, Interactive Consulting Services, Inc.*

### **Areas of Expertise**

*Executive Coaching  
Leadership Development  
Mergers/Acquisitions  
Project Team Startups  
Sr. Level Meeting Facilitation  
Team Development  
Interpersonal Relationships  
Change Management*

### **Professional Summary**

Fred Racey is an exceptional communicator with over thirty years of experience in management, leadership and consulting in a wide variety of organizations. He is a highly effective group facilitator and executive coach with a demonstrated ability to assess, understand and design processes that meet client needs. Client's needs often include addressing issues critical to their success with groups who have diverse opinions and personalities - and often competing deliverables. Working with the group leader as well as individual participants, Fred comes to understand the needs of the leader and those of their people. He has the ability to simplify complex issues and design efficient and engaging group processes. Those processes enable the group to have the often difficult conversations necessary for building consensus and authentic buy-in. With that buy-in, groups can then develop plans to that resolve their issues and concerns and set them up for success.

Fred has a BS in Industrial Relations from the University of North Carolina-Chapel Hill. He has served as an adjunct instructor at the Center for Creative Leadership in Greensboro, as Manager of Training for customer service at Carolina Power & Light Company (now Progress Energy) and as an officer and pilot in the United States Air Force. He has also served on numerous non-profit boards over the years.

### **Industry Experience**

*Pharmaceuticals  
Electric Utilities  
Software Development  
Nonprofits  
Municipalities  
Airlines*

### **Functional Experience**

*Information Technology  
Training Program Design  
Customer Service  
Research and Development  
Leadership Development*

### **Education**

*BS Industrial Relations, UNC*

### **Certifications**

- ◆ *Myers-Briggs Type Indicator (MBTI)*
- ◆ *Strength Deployment Inventory (Personal Strengths Publishing)*
- ◆ *Organization Development*
- ◆ *Mastering Meetings Certified Trainer (Interaction Associates)*
- ◆ *Facilitative Leadership Trainer (Interaction Associates)*
- ◆ *Commercial Pilot, multi-engine, instrument, instructor*