



## **Ondrea McAulay, CPC**

Executive Coach, Integrating Woman Leaders, Inc.  
Senior Partner & Principal, Progression Partners



Developing people and facilitating employee career success is Ondrea's passion. Her 30-year career has focused in the areas of talent management, executive and high potential leadership coaching, leadership development, organizational development, and performance management. She is Senior Partner and Principal of Progression Partners, a consulting firm focusing on talent development and human resources strategy. Ondrea teams with executive and emerging leaders to make impact on personal performance that meets career goals and delivers business results.

For six years, Ondrea was the Director of Talent and Performance Management for First Merchants Bank with over 1450 employees working in offices and banking centers spanning Indiana, Illinois and Ohio. She was the strategic leader of a six-member Learning, Development and Performance team (LD&P).

Ondrea was responsible for creating and delivering leadership development for over 300 employees using content from The Leadership Challenge and The 21 Irrefutable Laws of Leadership.

Additional professional accomplishments included:

- Designed and performed the responsibilities of executive coach to identified high potential and executive leaders through an internal coaching practice. Coached leaders across multiple lines of business and organizational levels.
- Created and facilitated talent calibration sessions for high potential/high performing employee identification across the organization.
- Designed and directed the Management Development Program for college graduates entering the bank as trainees who rotated through multiple departments to learn the business. Selected company leaders as trainee mentors.
- Facilitated organizational core and role-based competency identification with executives and business unit leaders
- Implemented a corporate learning management system (LMS) and branded with a name and logo (MyLO).
- Oversaw the LD&P team's performance contributions to First Merchants overall corporate success.

Her career has provided experience in several different industries including: Illinois Power (an electric and natural gas utility), Alltel (landline and cellular telephone service provider), Fairfield Communities (resort developer and timeshare sales), RCI (global timeshare exchange), and Jarden Home Brands (consumer packaged goods manufacturer).

Ondrea is a Butler University graduate and certified facilitator for training curriculums from Development Dimensions International (IM:ExL and IM:ExP), AchieveGlobal (Frontline Leadership and Stellar Service) and FranklinCovey (7 Habits of Highly Effective People and Writing Advantage). She is a Certified Professional Coach (CPC) through the Center for Coaching Certification and has also received the Human Performance Improvement (HPI) certificate through the Association for Talent Development (formally ASTD).