



## VALERIE CHERNESKI, LLB, BCL, CPCC



### ■ Background

Valerie Cherneski is a certified executive coach, facilitator and speaker who uses her background in law and psychology to motivate change and development. As the Founder of Cherneski Coaching, Valerie focuses her practice on highly driven and dedicated corporate professionals and attorneys, and assists them on a variety of issues to streamline their lives and further build upon their success. As an attorney and industrial relations specialist, Valerie acts as an experienced sounding board and advisor. Valerie built her coaching business in New York City and serves clients across the United States and Canada.

### ■ Education

**McGill University (Montreal, Quebec)**  
LL.B. (JD)  
B.C.L. (Bachelor of Civil Law)

**Queen's University (Kingston, Ontario)**  
Bachelor of Arts: Psychology

### ■ Certifications

- ▶ Coaches Training Institute (CPCC credential)
- ▶ International Coach Federation (ACC credential)
- ▶ Myers-Briggs Type Indicator®

### ■ Areas of Expertise

- ▶ Career Management & Family Dynamics
- ▶ Career Re-entry and Transition
- ▶ Relationship & Communication Skills
- ▶ Business Development
- ▶ Time Management & Work/Life Integration
- ▶ Leadership Development
- ▶ Role Transition
- ▶ Goal Setting & Execution
- ▶ Self-assessment & 360° Feedback
- ▶ Effective Decision-making
- ▶ Executive Presence

### ■ Professional Experience

As an attorney, Valerie worked at two, highly respected law firms. She counseled executives of major corporate clients on various matters relating to complex litigation suits, as well as sound management practices, improved relationships with employees, and retention measures to be taken to prevent the loss of top talent. Valerie also gained corporate experience as an industrial relations specialist at a large corporation, managing employees and developing and drafting policies for workplace management issues. Valerie is well positioned in the marketplace as an Executive Coach and her work has been featured in Inc.com, the Globe and Mail, as an expert, return-to-work coach with iRelaunch, and as an authority on career matters in podcast interviews.

### ■ Select Clients

Valerie has coached individuals in all capacities, including those employed by (partial list):

- |                    |                                     |                        |
|--------------------|-------------------------------------|------------------------|
| ▶ Credit Suisse    | ▶ Baker MacKenzie                   | ▶ Royal Bank of Canada |
| ▶ Bank of Montreal | ▶ StepStone                         | ▶ KKR                  |
| ▶ Sidley Austin    | ▶ Davies, Ward, Phillips & Vineberg | ▶ Torys                |
| ▶ Orrick           | ▶ Osler, Hoskin & Harcourt          | ▶ City of New York     |

## ■ Sample Executive Coaching Engagements

### **Leadership Development and Executive Team Support**

The President of an established, New York organization required assistance in his communication skills to more effectively lead his highly skilled executive team as well as the organization at large. We developed a streamlined leadership message that, for the first time, clearly articulated a vision for the team that could enrol and effect change across the organization. The coaching also revealed the need for more intensive team development. I created and facilitated an executive team retreat. This retreat was successful in identifying significant growth opportunities within the team and the organization has since undergone a major, transitional shift that has positively impacted its financial position and employee morale.

### **Maternity Leave Transition**

The Founder and CEO of a media company engaged me to assist in her transition to a maternity leave. We worked on putting into place a plan for her leave that incorporates the various factors she must consider as the leader of her company. I also helped her to navigate the impending uncertainties of giving birth for the first time, and the potential effect on her transition plan. As an extremely driven woman, she found it invaluable to take the time to consider the professional and personal elements of her leave and future career goals. She has now begun her leave according to her transition plan with confidence that the business will continue without her temporarily.

### **Management Coaching & Executive Presence**

A major financial institution engaged me to assist a Director in their legal, corporate security and compliance group in managing forty employees through improved leadership skills and executive presence. I have worked closely with her to analyze her leadership style, messaging, and relationship management abilities. She has discovered her key strengths to utilize each day in ensuring effective delegation, communication, and a more positive relationship with her employees. The significant improvements have been recognized by her leader and team.

### **Business Building & Relationship Management**

A partner of a national law firm requested support in building her book of business, improving her interactions and relationships with the male dominated leadership of the firm, and in managing her work/life integration. I have worked with her to assess her professional and personal priorities, to change her communication style with her fellow partners and to re-position herself internally and externally with a solid focus on her brand. She is more grounded professionally, and is settling in to a more structured routine to ensure continued growth in her practice while not sacrificing fulfilment at home with her young children.

## ■ Specialized Group Programs

### **Career ReEntry Programs**

Selected as an external coach to deliver programming for accomplished professionals returning to the workplace after career breaks for iRelaunch. Regular speaker at return-to-work conferences in New York and California. Co-created and facilitated group coaching programs for women returning to work following parenting breaks.

### **Career Navigation**

Designed and delivered comprehensive seminars on career navigation to compliance and legal professionals at Credit Suisse, Bank of Montreal (in Toronto and Montreal), BMO Harris Bank (in Chicago), the Canadian Department of Justice in Ottawa and national law firms. The topics of these seminars include conflict/communication, career transitions, strengths recognition, and work/life integration.