



Steven W. Buchholz | Minneapolis, MN  
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Steve is a senior consultant and facilitator for **STELLAR PERFORMANCE**, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams.

Steve is president of Emergence, a Minneapolis professional services firm, focused on bringing out the potential in leaders, teams, and organizations. He balances his time between high potential leadership coaching, working with leadership teams, developing innovative products, and helping organizations create cultures of high engagement and work satisfaction.

Prior to becoming president of Emergence, Steve co-founded the Inventure Group with Richard Leider and provided leadership coaching, leadership development, and high performance teaming. He has also held Leadership roles at The Inventure Group as vice president of product development for Applied Learning in Naperville, Illinois and senior vice president of product development for Wilson Learning Corporation. He has successfully managed projects for a diverse group of clients including IBM, Motorola, Skanska, Pfizer, Sears, ME-Electrometal, Quinetiq, 3-M, Alcoa, and Merck.

Steve loves all aspects of the outdoors and serves on an environmental board of directors.

## **AREAS OF EXPERTISE**

- Conflict Resolution
- Creating a Culture of Engagement
- Culture Diagnosis & Execution
- High Potential Leadership Coaching
- Leadership & Leadership Teams
- Leadership Assimilation and Development
- Leading Change Initiatives
- Social Intelligence
- Strategy Development & Execution
- Succession Planning/Talent Retention

## **PROFESSIONAL EXPERIENCE**

- **President**  
Emergence | Minneapolis, MN
- **President**  
The Inventure Group
- **Vice President**  
Applied Learning
- **Senior VP**  
Wilson Learning Corporation

## **EDUCATION & HONORS** (\*Graduated with Honors)

- **\*BS** - Concordia College | Moorhead, MN
- **MA** - Central Michigan University | Mt. Pleasant, MI
- **Ph.D.** - University of Nebraska | Lincoln, NE
- **Certified Mastery Coach**

## **CERTIFICATIONS & AFFILIATIONS**

- **Culture Assessment** - Wilson Learning Corp
- **Interpersonal Styles** - Social Style, Wilson Learning
- **Process Improvement** - Praxis

## **PUBLISHED BOOKS**

- **Aftershock: Helping People Through Corporate Change**  
(Coauthor: Harry Woodward)
- **Creating the High Performance Team**  
(Coauthor: Tom Roth)
- **The Positive Manager**