

MIKE SILVERBERG

LEADERSHIP TRANSFORMATION
CONSULTANT & COACH



**"EMPOWERING POTENTIAL,
OVERCOMING ADVERSITY."**

"From large scale live & virtual programs, to team & leadership programs, Mike's professional expertise & personable style are a powerful combination. His design skills are excellent with a real knack for capturing key concepts in a clear, simple and doable way..." Steve M.

Skills



Leadership Development



Coaching (ACC-ICF Certified)



Talent & Performance Strategy



Team Development



Program & Change Management



HR Business Partnering



Organizational Design

Contact



+31 6 310 55279



mike@silverlining.space



Based in Amsterdam, operating globally



linkedin.com/in/mikesilverberg

About Me

Unlock your leadership potential and thrive in today's complex business landscape. As a freelance professional, my mission is to empower individuals, teams, and organizations to triumph over challenges and embrace new opportunities. Whether you're overcoming obstacles, building your authentic leadership brand, or navigating complex changes, I provide the guidance and expertise you need to succeed.

My 1-on-1 **Leadership Coaching** unlocks your unique strengths, helps you overcome hurdles, and sets you on the path to achieving stretch goals. With my **Leader and Team Development Programs**, I cultivate essential skills and foster high-performance teamwork, enabling you and your team to thrive in dynamic environments.

When it comes to navigating organizational transformations, my **People Transformation Support** will guide you every step of the way. Leveraging my program management expertise, I ensure a successful transformation from a people-centric perspective, helping you plan, execute, and deliver on your people strategy.

I bring a global perspective, system thinking, thought partnership, creativity, and a practical "get it done" approach to drive impact. My goal is not only to help you conquer challenges but also to make the journey meaningful. My people-centric approach is rooted in the belief that **success is about embracing change and seeking out the silver lining in every opportunity.**

Whether you seek to:

- Enhance your leadership or career through coaching.
- Build and/or launch a high-impact learning program, journey, or team offsite event

Or need help with:

- Introducing or refining a people or talent strategy, approach, or framework.
- Aligning organizational and team performance goals.
- Designing and/or launching talent programs or initiatives across your organization.
- Effectively covering for an interim role (e.g. HRBP)
- Considering refinements to your team or organizational model or structure.
- Introducing or enhancing HR/people technology.

Don't hesitate to reach out, and together, we can create meaningful change. to unlock your full potential. Let's elevate you and your organization to new heights with a focus on the **Silver Lining!**

Education

Master of Business Administration (MBA)

2003 – 2005 SCHULICH SCHOOL OF BUSINESS, YORK UNIVERSITY

Specialization in Strategy & Organizational Behaviour
Dean's Honour List ("A" GPA average); Peter F. Bronfman Scholarship (2 years)

Bachelor of Engineering (Chemical)

1994 – 1998 MCGILL UNIVERSITY

Dean's Honour List: 3.96/4.0 GPA; James McGill Scholarship & Canada Scholarship (4 years)

Activities & Interests

In my spare time, I enjoy practicing yoga, traveling, staying informed about investments and financial trends, maintaining a healthy lifestyle through fitness activities, exploring psychology, and spending time with friends and family.

MIKE SILVERBERG

"Challenging moments have been the catalysts for my greatest learnings and personal growth, empowering me to overcome setbacks and navigate complex changes in both my professional and personal life, through focused reflection on these pivotal experiences..."

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Work Experiences

Senior Director, Talent Experience

SALESFORCE, Amsterdam, NL
2018 – 2023

- Drove global talent strategy and aligned with Business Partners and COE leads.
- Coached leaders as part of 360 debriefs and learning journeys.
- Implemented a new framework for talent management and global succession planning to foster growth and development within the organization.
- For EMEA, led a regional team of 10, developed learning and leadership strategies, and drove talent management for all people leaders
- Planned and delivered high impact global virtual leadership development events.
- Facilitated high-impact senior leadership and team interventions, driving stronger alignment, connection, goal setting, and annual planning. Conducted global talent identification and brokering.

Director, Integrated Talent Management

ROYAL PHILIPS, Amsterdam, NL
2016 – 2018

- Strengthened leadership pipeline and enhanced succession planning as a Strategic talent partner for global functions.
- Designed, developed, and deployed strategic talent programs for 70,000 global employees, focusing on career management tech enablement talent development.
- As Global HRBP for HR, advised the CHRO and global HR Leadership Team, shaping the people agenda and driving talent management strategies.
- Led strategic workforce planning efforts, supporting organizational transformation and driving talent brokering initiatives.

Head, Global Financial Services Resourcing and Talent

KPMG INTERNATIONAL, Toronto, Canada
2010 – 2015

- Drove talent management strategy, addressing talent gaps globally for the global FinServices practice.
- Implemented a \$6M e-Recruitment technology solution for emerging markets globally.
- Identified top talent for future leaders, planned development programs, and collaborated with global business schools.
- Enhanced employer brand through key talent programs and international competitions.
- Managed succession and talent pipeline on key client accounts.
- Streamlined recruitment processes through off-shoring centers in India and South Africa.

Consulting Manager, Human Capital Advisor

DELOITTE, Toronto, Canada
2005 – 2010

- Implemented talent management solutions: recruitment, performance management, learning.
- Advised on global transformational change programs and stakeholder engagement.
- Led talent assessments, recommended improvements for aligning American region.
- Facilitated organizational design for culture alignment and execution.
- Streamlined performance management for improved results, for aligned goal cascade, consistent differentiation, and alignment with compensation cycle.
- Supported global learning and change management programs, including ERP implementations.