Mary-Beth Frerichs

Certified Executive Coach

Skills Summary

- Experienced and certified executive coach.
- Seasoned human resources executive, facilitator with effective communication skills.
- Passionate about tapping into personal and professional potential.
- Intuitive, approachable, good natured and refreshingly unpretentious professional.

Executive Coaching Experience

- Coached seasoned executives, high potential leaders and university professors for a variety of local, national, and international clients. Coachable issues include executive presence, leadership capacity, work transitions and life/work balance.
- Delivered executive training workshops. Topics include best practices for engaging leaders in crucial conversations, how to be present, breaking down barriers and resistance to change.
- Clients include: Northwest Pipe Company, Quovo, Lattice Semiconductors, Alaska Communication Systems, Jive Software, Keen, adidas, Moss Adams/Baker Tilly, Almond Board of California, and Oregon Food Bank.

Strategic & Managerial Human Resources Experience

- Drove executive compensation review including base pay, incentive bonus, sales commission, stock option plans to ensure market competitiveness, retention.
- Established worldwide human resources infrastructure. Principal objectives to build out Shanghai engineering design center, which grew from 20 to 170 employees over two years. Restructured North American operations pursuant to major technology acquisition (Integrated Equator Technologies, $100 million).
- Orchestrated and completed closures and layoffs for large employee groups.
- Worked closely with board of directors, utilizing 360-degree feedback instrument to evaluate executive performance. Results spanned top management changes, including CEO position.
- Supported compensation committee of board of directors on stock options and total compensations. Decreased options by 60% to reduce option expenses.
- Served as key member of senior team charged with returning company to profitability. Drove process improvements to reduce operational expenses by $5 million.
- Drove Quarterly Operational Review with extended management team. Communicated updates with leadership to disseminate information, identify new opportunities, ensure strategic objectives and values tracking.
- Partnered with all functional heads to enhance, design and develop management essentials and capabilities among technical staff to ensure organizational bench strength.
- Led all functional human resources areas. Managed four direct reports and served over 500 employees in 11 locations worldwide. Established extensive recruiter training program providing career coaching.

Staff Management Experience

- Facilitated organizational and leadership development efforts as integral part of staff and line business groups.
- Implemented company-wide programs and initiatives on internal equity, salary reviews, stock options, staff, work force planning, budgets and organizational changes.
- Conducted numerous onboarding programs and exit interviews. Responsible for entire internal employment lifecycle process.

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- Recruited candidates for wide range of technical expertise positions, from non-exempt through senior vice presidents.
- Hired over 500 employees at all levels. Achieved lowest annual turnover rate in technology sector (9%).
- Managed outside search firms, consultants, on-site temporary staffing contracts.
- Outplaced over 200 North American employees, transferred managers to Asia and implemented expat practices.
- Organized and implemented workforce reduction steps including entire division closure of 80 employees.
- Served as key member of Continuous Improvement Team. Presented improvements company-wide at People Driving Quality reporting day with cost savings of over $158,000. Implemented innovative New Employee Orientation program based on results.

Employment History

- Executive Coach, The Driver Group. Clients include: Lattice Semiconductors, Jama Software, Citizen, Quovo, Jive Software, Keen, adidas, Chemeketa Community College, Women's Foundation of Oregon, Almond Board of California.
- SVP Human Resources, Ensequence, Inc. Portland, OR, New York, NY, London, England. Interactive television company. Executive member of compensation committee for board of directors. Trustee of 401(k) plans.
- Sr. Director Human Resources, Pixelworks. Portland, OR. Publicly-held semiconductor firm with strong presence in Asia. Trustee of 401(k) program.
- Human Resources Consultant. Portland, OR. Clients include: ConMed Integrated Systems, Inc., LSI Logic, Digimare, Credence Systems, Flight Dynamics, Mentor Graphics, Port of Portland, Nike, The May Company.
- Sr. Human Resource Business Partner and Staffing Manager. InFocus Corporation. Portland, OR.
- General Manager, Agency Manager for recruiting and personnel.

Professional Affiliations and Education

- Certified Executive Coach, Hudson Institute. Santa Barbara, CA. 2009.
- Certified Administrator for the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS) and Motives, Value and Preference Inventory (MVPI).
- Certified Trainer, Lee Hecht Harrison. Portland, OR. Career Transitions. Managing Your Search Project.
- Wings-Seminars Inc. Personal Effective Seminar (PES), CrossOver, LifeWorks, Authentic Leader, The Structure of Presence.
- Bachelor of Science, General Studies, Certificate in Women's Studies. Portland State University. Portland, OR.
- Plant-Based Nutrition Certificate, Completed, August 2020, eCornell and T. Colin Campbell Center for Nutrition Studies.
- Positive Intelligence Coach Training, Shirzad Chamine, 2021.
- Mindful based stress reduction (MBSR) 8 week Journey, Pause, 2024.
- Meditations Teachers Training, Pause, 2025.

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