



Tim Cosby
President/CEO
Culture Impact, Inc.

Tim Cosby brings over 14 years of experience as a professional executive coach, having developed impactful strategies since 2010. As the Co-Founder and President of Culture Impact, a division of Empowerment Coaching Network, Int'l, Inc. based in Grand Rapids, MI, Tim leads transformative coaching programs that redefine managerial paradigms.

Culture Impact has developed an Employee Engagement Ecosystem of solutions featuring nine coaching programs and three assessments. At the core of Culture Impact's offerings is *Conversational Management*, an innovative employee engagement solution designed to empower managers to transition from "Boss" to "Coach." This program has gained recognition across the corporate landscape, making an impact in the United States, London, Toronto, and Belize. Its proven ability to generate substantial Return on Investment has transformed organizations struggling with employee engagement, fostering collaborative cultures, retaining top talent, and developing future leaders.

Tim's influence extends throughout West Michigan, where he has served a notable roster of clients including Holland Freight, Wolverine Worldwide, Samaritas, Applied Innovation, and The Dan and Maria DeVos Foundation, among others.

A committed community leader, Tim has been an Ambassador for the Grand Rapids Chamber of Commerce since 2017.

Outside of his professional endeavors, Tim enjoys a longstanding partnership with Diane, his wife of 48 years, and cherishes time with their four grown children and eight grandchildren. Residing in Grand Rapids, Tim remains dedicated to empowering individuals and fostering vibrant organizational cultures.