

## **The Legacy of Fred Kiel, PhD (1940-2022) – a dear friend of t2pRI**

Doug Lennick met Fred Kiel in 1988. Doug was 36 years old and a newly appointed senior executive at American Express. Doug was a talented, young executive without a college degree who was assigned two coaches to help him succeed in this new role. One coach was the head of Harvard University's executive management program and the other was Fred Kiel, a coach and psychologist who co-founded KRW International.

American Express's goal for providing executive coaching was to teach their new senior executives how to be nice to those they led. As you might imagine, Doug was already ahead of others in that regard; he already was nice! So, Doug's coaching time with Fred was different than it was for others.

Over time, Fred and Doug realized that they had similar thoughts and interests in emotional intelligence and, what came to be known as, moral intelligence. Their work on moral intelligence began with hiring a research assistant who conducted extensive research starting in 1995. In 2005, Lennick and Kiel published their groundbreaking book titled *Moral Intelligence: Enhancing Business Performance & Leadership Success* (Pearson, 2005).

It was a classic success story of a coach and senior executive melding minds, talents and interests to enhance the world.

Fred then took 'moral intelligence' to the next level by identifying, based on hard evidence, that there is a business return on character. Fred's book titled *Return on Character: The Real Reason Leaders & Their Companies Win* (Harvard Business Review Press, 2015) was the result.

It was only natural that Doug called Fred when it came time to establish the

think2perform Research Institute board of directors in 2016. Fred's thought leadership helped give our new organization immediate credibility in the emotional intelligence and leadership space.

We dedicate this month's newsletter to Fred Kiel, but the best possible way to honor Fred and his legacy is to *live* our mission to **advance moral, purposeful, and emotionally intelligent leadership to inspire and engage current and emerging leaders.**

We thank you for striving to live our mission just as we strive to do the same, with every fellowship we offer and with every future leader and mentor we are so fortunate to support and learn from.

Our return on Fred's contributions to think2perform Research Institute is boundless.

Thank you for the privilege of continuing our leadership journey, in Fred's honor, together.

Support our research, advance leadership effectiveness, and elevate the skills and talents of future leaders. Make a [tax-deductible donation](#) today!



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