

BIO on Tim Kelch

In his 30th year of experience in the staffing industry, Tim Kelch, together with his wife and business partner Sharon Kelch, is the President and founder of Top Tier Talent & Training – a company providing premier training, mentoring and executive search solutions exclusively for the staffing industry.

This endeavor follows a fourteen year career in building and developing a world-class training and mentoring program for over twenty divisions of the largest staffing organization in the world.

Not only has he trained, coached and mentored thousands of “Top Tier” staffing professionals in North America, but his training programs are utilized throughout the world - including the UK, Europe, Australia, Pacific Rim and China. The results of his program have dramatically increased the overall per-desk billings and desk averages throughout the organization while significantly decreasing turnover in what is typically a very high turn over industry. His unique teaching and follow-up coaching style, which combines cutting-edge training with his “Why Factors” (dreams, goals and motivations) has made a lasting impact on the lives of his students both professionally and personally.

Tim was quickly promoted to a national level training and mentoring role followed by a promotion to Senior Vice President for North America and Global Vice President of Training and Development.

As a result of his dedication, perm revenues grew from \$2 million to over \$100 million during a six-year period and the combined gross margins on the company’s temp, contract and perm business grew to 44%.

Prior to this, Tim was a partner at a highly successful, executive search firm in Cincinnati, Ohio. He held all the annual records as a top producer in his first five years and was active on a desk for over 16 years when, as a result, he was offered an opportunity to take on a “first and one of its kind” position as a Regional Perm Director in 1994 with a specialty staffing firm.

Parallel to his career in the staffing industry, Tim has conducted personal development and motivational seminars, domestically and internationally in over ten countries for over thirty years. He holds a degree in Education and is a Certified Personal Consultant.