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Dear Friends,

We are thrilled to welcome you to our 5th ICLF gathering, and the 3rd to be held in Boston in conjunction with the Annual Coaching in Leadership and Healthcare Conference! This year we are being graciously hosted by Wellington Management at their beautiful downtown office.

As you know, our group represents a special cross-section of the membership of the Institute of Coaching, with participants from a wide range of coaching backgrounds, many with abundant years of expertise. This event represents the Institute of Coaching’s commitment to fostering and building a unique kind of community—a community of senior practitioners whose “growing edge” takes them, every day, into the executive suites of the most important organizations in the world.

We are excited to have you with us and look forward to engaging dialogue, insightful conversations and lively debate! Please don’t hesitate to let us know if you have a suggestion or idea for making this event a better experience for all of us – or a suggestion for future gatherings.

So glad you are here!

Carol Kauffman, Ph.D.                Jeffrey Hull, Ph.D.
AGENDA
Institute of Coaching Leadership Forum, Boston, 2015

**Evening Opening Event**
Wednesday, 23 September
5:30 - 8:00 pm

Opening Cocktail Party and Networking Event at Wellington Management: Boston, MA
– Welcome: Jeffrey Hull and Allen Moore

**Keynote: David Peterson – Coaching on the Cusp of Disruption**

David Peterson PhD will provoke us to new thinking about what is happening in the business world today. As head of Leadership Development and Coaching at Google and the founder of coaching at PDI his insights help us look to the future. Times have changed, and will change faster: what can we do to keep up and not run off a cliff!

**ICLF Full day event**
Thursday September 24
8:00 am – 5:30 pm

7:30 – 8:00 am
Breakfast at Wellington Management: Boston, MA
Official Opening of the Forum— Carol Kauffman, PhD ABPP & Jeffrey Hull, PhD

8:00 – 8:30 am
Welcome: Carol Kauffman & Jeff Hull
Introductory remarks: Barbara Cona Amone, CHRO, Wellington Management

8:30 – 10:30 am
Session One: A View from the Top: How disruption provokes change
Moderators: Carol Kauffman and Allen Moore, ending comments with David Peterson

Our thanks to Allen Moore of Korn Ferry and Ellen Kumata of Cambria for the presence of our leaders.

- Deborah Dunsire  MD President & CEO, Forum Pharmaceuticals
- Jonathan Isaacson  CEO, The Gem Group
- Roseanne Ott  Managing Partner, Highground Capital Management
- Alex Wellen  Vice President of business, products, strategy, and operations at CNN Digital
In today’s fast changing marketplace, leading is a complex, dynamic—sometimes frustrating endeavour. Four business leaders on the cusp of change will share their stories with us. Each of our guests has sought coaching and used it effectively to navigate rough waters and rip tides. They’ll talk to us about what keeps them up at night and cover topics including: Where are their industries going? What big challenges are their companies facing? As a result, what different demands are being made of them as leaders?

Each will share current challenges and what fascinates them and then discuss their perspectives with one another. Then we will extend the discussion by forming small groups for a Q&A session followed by reconvening in the plenary.

10:30 – 11:00 am
Half hour networking break

11:00 am – 12:30 pm
Session Two: Round Robin Coaching the C-suit Leaders
Moderator: Lew Stern
Facilitators: IOC leadership

We now have the opportunity to experience observing and participating in watching one another coach one of the four leaders. There is no greater way for us to deeply appreciate one another’s art and craft in action. For those interested, there will be sign up sheets to coach one of our 4 leaders. After the Round Robin Coaching in small groups we reconvene in plenary.

12:30 – 1:30 pm
Networking Lunch at Wellington Management

1:30 – 2:30 pm
Session Three: Peer feedback: Coaching and Learning Together
Moderator Lew Stern
Facilitators: IOC Leadership

We now get to engage with one another in a way never done before at an ICLF as we debrief the coaching experience. Topics we’ll explore include: what strengths did we see in the different styles? What theories, models or frameworks seemed to inform the coaching we observed. What was it like to be observed and to observe?

2:30 – 3:00 pm
Networking break and continued discussion

3:00 – 4:30 pm
Session Four: Peter Olson –The Technology Education Revolution is Coming....
Peter will share his own leadership journey. From lawyer to Chair/CEO of Random House to Senior Lecturer at Harvard Business School he embodies a leader navigating disruption. Now as Co-CEO of Fullbridge, with a new paradigm of education, he is the disruptor: The technology education revolution is coming and Peter is leading the charge.
The Fullbridge programs reach across cultures and he will share one venture with Saudi women. These experience-intensive programs rely heavily on coaches. He will also share his view of the future of coaching in education and beyond.

4:30 – 5:30 pm
Closing session

Carol Kauffman, Jeff Hull, Allen Moore, Lew Stern, David Peterson

Leadership coaching in Action: What can we take away? How can we apply what we’ve learned?

ICLF Special Event: 2 hours with David Whyte
Saturday September 26
11:00 am – 1:00 pm Renaissance Hotel

Session Five: Exclusive Session with Renowned Poet David Whyte

Our closing event Saturday is with the renowned poet David Whyte who weaves his life experiences as a naturalist, business consultant and poet into wise words that challenge, restore and reconnect us to our deepest humanity. He will spend two hours exclusively with our invited ICLF guests on Saturday morning, before giving the closing keynote at the Harvard Coaching Conference.
ATTENDEES

ICLF LEADERSHIP

CAROL KAUFFMAN, PHD
JEFFREY HULL, PHD
LEW STERN, PHD

ICLF BOSTON LEADERSHIP TEAM

CHRISTINE SCORDATO
BARBARA CONA AMONE
STEPHENIE GIRARD
ELLEN KUMATA
ALLEN MOORE
SUNNY STOUT-ROSTRON
JOAN RYAN

SPEAKERS

DEBORAH DUNSIRE
JONATHAN ISAACSON
PETER OLSON
ROSEANNE OTT
DAVID PETERSON
ALEX WELLEN
DAVID WHYTE
PARTICIPANTS

SANDRA ALLEN O'CONNOR  PATRICIA MARINO
PHIL BROWN  BETH MASTERMAN
SUSAN BROWN  KAREN MATHMAN
JAYNE BYRNES  SUSANNE MAY
MARGARET CARY  REBECCA MERRILL
KAREN CARMODY  ANNE MITCHELL
WILLIAM CARRIER  LYNN MITCHELL
DAVID ChOW  SUSAN PAHL
SUSAN CLANCY  BETH MASTERMAN
ALEX COULEY  KAREN MATHRE
NICK CRAIG  SUSANNE MAY
LAURA CRAWSHAW  REBECCA MERRILL
GONZAGUE DUFOUR  ANNE MITCHELL
MATTHIAS EHRHARDT  LYNN MITCHELL
ALISON FARQUHAR  PRAJNA PARAMITA
MICHAEL FONTANA  ANNE MARIE PERNICE
EILEEN FRACCHIA  PRANAV RAMANATHAN
MARGARET GOMEZ  RAM RAMANATHAN
VICKY GORDON  CATHERINE ROBINSON-WALKER
ALAN GRAHAM  JONATHAN ROTENBERG
DONNA KARLIN  SHARON RUDY
SRI KOTTURU  PRANAV RAMANATHAN
PETER KOVNER  ANNE MARIE PERNICE
CAROL SCOTT  PRANAV RAMANATHAN
KATHERINE TULPA  BETH MASTERMAN
BRIAN UNDERHILL  BETH MASTERMAN
PHILIPP WERENFELS  BETH MASTERMAN
RICHARD WINTERS  BETH MASTERMAN
MARIE-LOUISE ZOLLINGER  BETH MASTERMAN
ICLF LEADERSHIP

Carol Kauffman

Carol is a leadership coach and coach supervisor with over 30 years of experience helping leaders raise the bar on their performance and managing their success. She typically works with those who report to C-level leaders and as well as some high-potentials. She also designs and delivers coach training programs for leaders.

Her interest is in high-stakes coaching when the challenges are high and outcomes have a strong impact on the organization and the world. She has worked with multinational organizations and delivered leadership development programs. Currently she is completing a 700-person, multinational three year leadership development, coaching, and leadership coach training program in FMCG and beginning a new one with the top 150 leaders in a pharma corporation.

Academic / Background

For the past 25 years Dr. Kauffman has taught at Harvard Medical School where she is an Assistant Professor and the Founder & Executive Director of the Institute of Coaching. In 2009 she received a two million dollar grant to create the Institute and its Centers of Excellence. She also launched, and is the Chair, of the annual Harvard Coaching Conference and the annual International Coaching Research Forum, and current Chair for the 2014 annual Consulting psychology conference and the International Positive Psychology Association conference.

Dr. Kauffman has published in many venues, and was the Founding Editor of the first academic peer-reviewed journal dedicated to coaching, *Coaching: An International Journal of Theory, Research and Practice* published by Taylor and Francis, Routledge Press. Her work has also been featured in Harvard Business Review where she directed and authored the HBR first research project on executive coaching. Carol is featured regularly in the media including New York Times, Forbes, LA Times, New York Magazine and interviewed for local and national television. She has coached live on television, radio and for a documentary film on positive psychology.
Jeffrey Hull

Jeffrey Hull, Ph.D. is the Director of Education and Business Development for the Institute of Coaching—a Harvard Medical School Affiliate @ McLean Hospital. Dr. Hull is also an author, speaker and CEO of LeaderShift, Inc., a C-suite management consultancy based in New York City, founded in 2007.

A highly accomplished executive coach, organization effectiveness, and leadership development professional, Dr. Hull has over 25 years of experience partnering with start-ups, mid-size and fortune 50 companies in the US, Asia, and Europe to help elevate the performance of the asset that matters most to organizational success: people.

He has worked in both non-profit and for-profit sectors, including education, health care, financial services, technology, pharmaceuticals, and advertising/PR. Recent clients include: Yale/New Haven Health, Harvard Medical School/Partners Healthcare, Mass General Hospital, Standard & Poors, Boston Childrens Hospital, KIPP Charter Schools, MasterCard International, TD Ameritrade, Phillips Van Heusen, Gilt Groupe, Tiffany, and HSBC.

Dr. Hull is the author of the best-selling book on personal and leadership transformation—"Shift: Let Go of Fear and Get Your Life in Gear," from Globe Pequot Books, recently published in India by the largest publisher in southeast Asia, the Times of India. He has been profiled in the NY Times and Investors Business Daily, writes for the Huffington Post, and regularly appears in online media, TV and Radio

Dr. Hull is currently an adjunct professor of leadership at New York University, where he has taught hundreds of workshops, seminars and courses on topics related to C-suite leadership and the psychology of organizations.
**Lew Stern**

Dr. Lew Stern has over 35 years experience as an executive coach, organization development consultant, and consulting psychologist. He received his Masters degree and Ph.D. in Psychology from the University of Minnesota.

He has served as an adjunct faculty or guest lecturer in business, management, and organization behavior and development at many colleges and universities. He has served as President of Focus Consulting and Stern Consulting, Vice President at ODI, and Senior Vice President of Manchester Consulting. He Co-Founded and is Co-Director of The Executive Coaching Forum, served as a Founding Board Member of the Graduate School Alliance for Executive Coaching, and founded and directed the only Graduate Certificate Program in Executive Coaching in New England (at the Massachusetts School of Professional Psychology). He founded and served as Executive Director of the Foundation for International Leadership Coaching. He is Senior Advisor to the Institute of Coaching at Harvard Medical School, and is on the Faculty at the Medical School.

He has researched and authored or co-authored many articles and books on coaching including most recently: The Executive Coaching Handbook 5th edition; The Executive Coaching Competency Model; Executive Coaching: Building and Managing Your Professional Practice; Executive Coaching: A Working Definition; Education and Development Guidelines for Coaches; What Progress Has Been Made in Coaching Research (2008-2012); Multidisciplinary Approaches to Leadership Coaching; Beyond Strengths- Practical Coaching Techniques to Help Senior Leaders Change Bad Habits; and Bringing Assessments in Coaching Into the 21st Century.

Lew serves as Editorial Board Member of Coaching: An International Journal of Theory, Research & Practice and an Advisory Board Member of the International Coaching Psychology Review.
Barbara Cona Amone

Barbara is the director of Human Resources globally, and is responsible for overseeing the leadership and execution of the human resource strategies, policies, practices, programs, and systems that attract, retain, and develop a professional workforce. She is also secretary of the firm’s Compensation Committee, vice chair of the Ethics Committee, a member of the Investment Administration Advisory Group, and a senior advocate for the Wellington Women’s Network.

Prior to joining Wellington Management in 2010, Barbara spent 12 years in Human Resources at UBS in global leadership positions (1998 – 2010). Leading a team of 400 professionals, she was most recently responsible for all aspects of human capital for 25,000 employees across the Asset Management, Investment Bank, and Wealth Management divisions. She transitioned into Human Resources while at Donaldson, Lufkin & Jenrette Securities Corp., after working in Institutional Sales (1991 – 1998). She began her career with Drexel Burnham Lambert, where she was an equity and options floor broker (1985 – 1989).

Barbara earned her masters of organizational psychology from Columbia University (1998) and her BBA from the University of Pennsylvania (Wharton) in 1988.
Christine Scordato

Christine is the Human Resources relationship manager for Global Equity in Portfolio Management, the Hedge Fund Group, and Global Research, which includes Global Industry Research, the Quantitative Investment Group, Asset Allocation, Global Macroanalysis, and Technical Analysis. She and her team are responsible for developing and implementing the Human Resources plan to support the investment process at Wellington Management. She focuses much of her time on manager coaching, consulting, and organizational development and oversees efforts to attract, retain, and develop investment talent, including our campus recruiting programs.

Prior to joining the firm in 2004, Christine worked at Putnam Investments providing HR consulting to several groups and led the Learning and Development team (1991 – 2004). Before that, she was director of research at Catalyst, a consulting firm focused on workplace issues (1988 – 1991), as well as a program associate at The Japan Foundation (1986 – 1988).

Christine received her master of education degree from Harvard University (1995) and her BA in American studies, cum laude, from Smith College (1986).
Stephenie Girard

Stephenie Girard is the Manager of Education, Research and Marketing at the Institute of Coaching (a Harvard Medical School and McLean Hospital affiliate).

Girard is an ICF-accredited Associate Certified Coach (ACC) and practices as a life and leadership coach. She believes coaching is a change process that mobilizes strengths and realizes the potential of individuals and organizations. Stephenie utilizes her unique skill set to optimize the performance of a person or organization in diverse arenas. Her mission is to support people in finding even more meaning in what they do and be a catalyst for them to achieve their individual, team and organizational goals successfully while striving for sustainable results.

After almost a decade, Stephenie continues working closely with the renowned international consultant and Director of IIM-A, the premier Business School in India, Dr. Ashish Nanda. In her role of Business Manager, she works closely with the leadership of premier organizations and has gained invaluable insight into the challenges and opportunities that exist in various company cultures.

Girard has served as Advisor to Harvard Law School’s Executive Education Programs from 2009 through 2012. She was the first Program Manager appointed to Harvard Law School Executive Education in January 2007, when the school began offering Executive Education programs. After helping establish the school’s flagship Leadership in Law Firms program, she worked closely with Professor Nanda to develop and implement Harvard Law School Executive Education strategy.

Before joining Harvard Law School, Girard worked in Professional Development and Training at Wilmer Cutler Pickering Hale and Dorr in Boston. She also held positions in business development and recruitment in international companies in both Ireland and Australia. Girard holds a B.A. in Psychology from the University of New Hampshire with a focus in Industrial and Organizational Psychology.
Ellen Kumata

Ellen is Cambria’s managing partner and the founder of Cambria’s executive coaching practice. She has over 25 years of experience working with Fortune 500 companies to ensure their leadership strategy, governance, and organizational structure support their business strategies. Her engagements have spanned the strategic talent management field, with a specialty in working with the CEOs and senior leadership of complex global organizations. This work has included succession planning, executive and high-potential development, leadership team effectiveness, performance management, and selection. A recognized thought leader in the field of executive coaching, Ellen coaches board members, CEOs, C-level succession candidates, and other high-potential leaders. Her clients represent a wide range of industries, from financial services to manufacturing, from biotech startups to major federal agencies.

Background

In addition to her leadership role at Cambria, Ellen has served on the boards of for-profit and nonprofit organizations. Before joining Cambria in 1988, Ellen was a principal of McBer and Company (now part of the Hay Group). Prior to that, she was an associate professor at California State University, Stanislaus, and earlier, an assistant professor at Michigan State University. Ellen has been admitted to the State Bars of Michigan and California.

Education, Professional Activities

Ellen holds an MSc in industrial relations and personnel management from the London School of Economics and Political Science; a JD from Wayne State University Law School; and a BA in psychology from the University of Michigan. Among Ellen’s numerous publications, presentations, and speaking engagements are “Managing Coaching Practices: The Good, the Bad, and the Ugly,” Society for Industrial & Organizational Psychology (SIOP) annual conference 2011; and co-author of “The Coaching Impact Study: Measuring the Value of Executive Coaching,” International Journal of Coaching in Organizations (Volume 4, Issue 3, 2006). In 2013, Ellen received the Founding Fellow Award from the Harvard Institute of Coaching.
Allen Moore

Coaching approach

Allen Moore is the Global Practice Leader of Executive Coaching for Korn/Ferry Leadership and Talent Consulting, and is based in Chapel Hill, North Carolina.

As an experienced business executive with over fifteen years working abroad, Mr. Moore has extensive experience coaching senior executives and high potential leaders on the skills and behaviors required for success as they transition to new or higher roles. Focusing on the VP or C-suite level, he coaches on improving the strategic and global view, leading enterprise change, engaging others, and executive communication.

Results achieved

For a global logistics firm, Mr. Moore coached the Country Managing Directors and direct report teams in 14 countries based on 360 feedback and employee surveys, which resulted in significant changes in leadership style, culture, and employee engagement for that firm.

A Medical Doctor who was a renowned opinion leader was asked to lead a business unit within a medical products company. The style of interpersonal relations, as well as the ability to work through others, required a significant shift. Mr. Moore coached the MD on self-awareness, redefined sense of purpose, and leadership behaviors, allowing him to make this difficult transition more successfully.

The CEO of a global high-tech firm was transitioning to a board level role, which also involved moving to another country. Mr. Moore coached this senior leader through ensuring succession, as well as legacy, and then moved on to the challenges of role and culture changes. The result was a smooth transition for the company and for the leader.

Professional history

Prior to his current role, Mr. Moore spent more than twenty years in healthcare diagnostics as the director of international business for Baxter Healthcare / Dade Diagnostics, and was responsible for eight countries in Europe and Asia. He then counts fifteen years of experience in consulting, in principal or managing director roles, in the firms of IWNC, the Strategic Management Group, Atos Origin, and Accenture. He has led projects in over 400 client firms and 25 countries.

Industry experience

Mr. Moore has worked extensively in the financial services and healthcare sectors, as well as in the industries of consumer goods, energy, pharmaceutical, hospitality, logistics, government, retail, and technology.

With J&J specifically, he has led coaching and development programs in over 6 countries, working with over 200 key leaders from Pharmaceutical, MD&D, and Consumer businesses.
Mr. Moore holds a master-level certification as an executive coach and a PhD in social psychology from Tilburg University, with a focus on relational leadership. He is a member of the Institute of Coaching with McLean Hospital and Harvard Medical School.

Mr. Moore holds a master’s degree in business systems from the University of Southern California as well as undergraduate degrees in biomedical engineering (University of Alabama) and business administration (University of Phoenix).
Joan Ryan

Highly skilled and experienced senior leadership executive coach, organization development professional and attorney with long term demonstrated track record facilitating sustainable professional growth, behavior change, and collaborative and interpersonal skill building for individuals and teams. Strong record of program and materials development and delivery in settings world-wide. Superb interviewing skills including translating interview material to online learning modules.
Sunny Stout-Rostron

Sunny Stout-Rostron, DProf

Professional practice

Sunny coaches at senior executive and board level, and has a wide range of experience in leadership development and business strategy. With over 25 years’ international experience as an executive coach, Sunny believes there is a strong link between emotional intelligence and business results – she works with executive leaders and their teams to help them achieve individual, team and organizational goals. She has developed a succession of leadership and management development programmes in the corporate, legal and education fields in South Africa, the UK, USA and Australia. She coaches across public, private, academic and governmental sectors.

Sunny has played a leading role in building the emerging profession of coaching, and her passion is to develop the knowledge base for coaching through research and the critical reflective practice of dedicated practitioners. She has been instrumental in developing master’s programmes for business and executive coach education in South Africa. She is the founder of Sunny Stout-Rostron Associates CC, a Founding Fellow and Research Mentor at the Institute of Coaching at McLean Hospital, (a Harvard Medical School Affiliate), and Founding President of Coaches and Mentors of South Africa (COMENSA). She completed her doctoral research in Executive Coaching with Middlesex University London in 2006, and lectures and supervises coaching research at several graduate schools of business in South Africa.

Publications

Sunny’s books include: Leadership Coaching for Results: Cutting-edge practices for coach and client (Knowres, 2014), Business Coaching International: Transforming individuals and organizations (Karnac 2009/2013), Business Coaching Wisdom and Practice: Unlocking the secrets of business coaching (Knowres, 2009/2012), and Accelerating Performance: Powerful new techniques to develop people (Kogan Page, 2002). She is a contributing author to many books and journals on leadership development and executive coaching.
Deborah Dunsire is an industry leader who brings more than 25 years of scientific, clinical, operational, and commercial experience, and proven leadership in the biotechnology and pharmaceutical industries.

Prior to joining FORUM Pharmaceuticals in 2013, she served as President and Chief Executive Officer of Millennium Pharmaceuticals, Inc., now Millennium: The Takeda Oncology Company, from 2005 to 2013. During that period, she transformed the company into a biotechnology industry leader by focusing R&D, driving the development pipeline, fostering a culture of employee engagement, increasing the commercial mind-set across the organization, and crafting highly effective partnerships to drive the company’s growth. Millennium was acquired by Takeda Pharmaceutical Company Limited in 2008 for $8.8 billion, one of the largest biotech acquisitions at that time.

Deborah was the first woman appointed to the board of Takeda Pharmaceuticals Limited in Japan. Prior to this, Deborah led the Novartis Oncology Business in North America, playing a critical role in the broad development and successful launch of a number of products, increasing revenues from $50 million to more than $2.2 billion.

Currently, Deborah is a board member of the Biotechnology Industry Organization (BIO). She is a trustee of the Museum of Science (Boston) and a member of the Massachusetts General Hospital Research Advisory Council. Until its sale to Actavis in March of 2015, Deborah was a long-standing board member of Allergan Pharmaceuticals. She has received numerous awards, including the 2001 American Cancer Society Excalibur Award; the 2009 Healthcare Businesswomen’s Association’s “Woman of the Year;” the 2011 MassBIO Innovator Award; and the 2013 Boston CEO Conference Lifetime Achievement Award.

Education: Deborah received her medical degree from the University of Witwatersrand, Johannesburg, South Africa.
Jonathan Isaacson

Jonathan G. Isaacson is the President of Gemline, a privately held, supplier of bags, business accessories, stationary, and gifts to the Promotional and Branded marketplaces. Gemline, a multiple award winning company, has been recognized as one of the 20 largest companies in the industry by The Counselor Magazine. Gemline has its primary operations in Lawrence, Massachusetts and Shenzhen, China, and operates in many other countries around the world.

Mr. Isaacson lived in Asia in the early 1990s and has been working internationally for more than 25 years. He currently serves on the Board of Trustees of the Lawrence General Hospital where he sits on various committees. He also serves on the Board of the Lawrence Committee, the Board of Overseers of the Brigham and Woman’s hospital, and he is a member of the PPAI Product Responsibility Action Group. Mr. Isaacson has served for a number of years on the Board of the Young Presidents’ Organization of New England as Member at Large, Strategic Alliance Chair, Membership Chair, Education Chair, and Chapter Chair. He has been on the Editorial Advisory Board of Supplier Global Resource, the Strategic Planning Committee of the Promotional Products Association, and is a founding member of the Board of the Quality Certification Alliance. In 2008, he was named The Counselor magazine International Person of the Year. He has been on the Counselor Power 50 list since its inception and continues to speak at many industry shows and events.
Peter Olson

Peter Olson is Co-CEO and founder of the Fullbridge Program. He is a senior lecturer at the Harvard Business School. Peter is the former CEO at publisher Random House, and served on the Executive Board of Bertelsman AG. He is an attorney and investment banker in Japan and Germany. He holds a BA from Harvard University, a JD from Harvard Law School, and an MBA from Harvard Business School.
Rosanne Ott has over 25 years of professional leadership experience in the fields of investment management, corporate healthcare, and military service. Founder of Highground Capital Management, LLC, the company has grown in scope by providing advisory expertise to healthcare and financial services companies. Rosanne devoted the majority of her 15-year investment management career in a boutique, privately owned investment management firm.

She spent nearly a decade analyzing multiple sectors of healthcare-related companies and markets, including macro factors affecting such markets. She was a Senior Vice President and Portfolio Manager of the Alger Health Sciences Fund (Morningstar 4 and 5 star rated) for five years. Rosanne’s been a guest speaker on CNBC and quoted in many leading financial news resources including the Wall Street Journal, Barron’s, Fortune, BusinessWeek, and others.

Rosanne is a graduate of the United States Military Academy, West Point, NY, earning a Bachelor of Science in General Engineering, and Harvard Business School’s Advanced Management Program (AMP). She served on active duty in the U.S. Army as a Blackhawk helicopter pilot and flew combat missions during Desert Storm. Rosanne rose to the rank of captain and served with distinction during her 5 years of service.

Rosanne serves as an Advisor-at-Large with the West Point Association of Graduates (WPAOG) Board of Directors. She also serves on the WPAOG Finance Committee and Thayer Award Committee. She continues to mentor and advise young men and women seeking admission to the United States Military Academy.
David Peterson

David joined Google in 2011 as Director of Executive Coaching and Leadership. He coaches senior leaders, manages Google’s network of external and internal coaches, and supports a variety of leadership, learning, and executive development initiatives at Google.

Before joining Google, David served as leader of world-wide coaching services for PDI Ninth House. In addition to coaching top leaders in organizations such as Salesforce, Sandisk, Hewlett-Packard, Microsoft, Target, Wal-Mart, Shell, Mayo Clinic, Stanford University, and Genentech, he provided consultation and thought leadership on how to design and manage organizational coaching programs, how to develop high potential leaders and critical talent, and how to accelerate learning and leadership development at all levels.

David has published dozens of articles and chapters on coaching, is co-author of Development FIRST: Strategies for Self-Development and Leader as Coach, with close to a million copies in print, and co-editor of the Handbook of the Psychology of Coaching and Mentoring.

He earned his PhD in Counseling and Industrial/Organizational Psychology at the University of Minnesota. He is a Fellow of the American Psychological Association, the Society of Consulting Psychology, the Society for Industrial and Organizational Psychology (SIOP), and the Harvard Institute of Coaching.

A recent history of coaching appraised David's contributions and listed him as one of the primary influencers in the field, both for his early influence on the emergence of executive coaching, and for continuing to shape the field as someone “on the cutting edge of the profession, doing and saying surprising and thought-provoking things.”

David lives in San Francisco with his wife, Alexis Shoemate, and two adorable Tibetan Terriers named Pinot and Cab.
Alex Wellen

Wellen also oversees the global business operations for CNN’s digital platforms, and is the executive-in-charge of CNN Worldwide’s TV Everywhere and CNNgo initiatives -- a suite of 24-hour interactive and bleeding-edge consumer products aimed at redefining the television and digital news experience. CNNgo is currently available domestically to more than 86 million TV subscribers.

Wellen brings twenty years of diverse experience building high-performance cross-functional teams that have consistently delivered world-class businesses. A thought leader specializing in the convergence of traditional and new media, he possesses deep expertise in launching and growing multi-platform TV and digital properties and video platforms. Throughout his career Wellen has implemented strategic, integrated, and editorially driven news services and disruptive technologies.

Since joining CNN nine years ago, Wellen has held a series of roles for CNN Worldwide. Previously he served as vice president of business, products, strategy, and operations where he grew CNN Digital's traffic and finances by triple digits. Prior to that, Wellen was vice president of video products and business where he oversaw the reinvention of the CNN.com video experience. He served as the senior executive producer for integrated programming on behalf of CNN/US, spearheading CNN Worldwide's strategy to integrate CNN TV's programming and CNN Digital's editorial content and products across all platforms and devices. Wellen was also deputy political director for digital content. His contributions to Election Night 2006 earned his team an Emmy Award. The network’s multi platform coverage of the 2008 presidential primary campaigns, debates, and Election Night 2008 garnered CNN a National Headliner and Peabody Award. In addition to his work in the CNN Political Unit, Wellen was a senior producer and on-air legal analyst for The Situation Room with Wolf Blitzer.

Before working in media, Alex Wellen was a high-tech intellectual property litigator at the New York law firm Pennie & Edmonds. He has published two novels with Random House and is the inventor on dozens of patents. Wellen holds a law degree from Temple University, a systems engineering degree from Rutgers, and attended the Advanced Management Program at Harvard Business School. Wellen is based at CNN's world headquarters in Atlanta.
David Whyte

Poet David Whyte grew up with a strong, imaginative influence from his Irish mother among the hills and valleys of his father’s Yorkshire. He now makes his home in the Pacific Northwest of the United States.

The author of seven books of poetry and three books of prose, David Whyte holds a degree in Marine Zoology and has traveled extensively, including living and working as a naturalist guide in the Galapagos Islands and leading anthropological and natural history expeditions in the Andes, Amazon and Himalaya. He brings this wealth of experience to his poetry, lectures and workshops.

His life as a poet has created a readership and listenership in three normally mutually exclusive areas: the literate world of readings that most poets inhabit, the psychological and theological worlds of philosophical enquiry and the world of vocation, work and organizational leadership.

An Associate Fellow at Said Business School at the University of Oxford, he is one of the few poets to take his perspectives on creativity into the field of organizational development, where he works with many European, American and international companies. In spring of 2008 he was awarded an honorary doctorate from Neumann College, Pennsylvania.

In organizational settings, using poetry and thoughtful commentary, he illustrates how we can foster qualities of courage and engagement; qualities needed if we are to respond to today’s call for increased creativity and adaptability in the workplace. He brings a unique and important contribution to our understanding of the nature of individual and organizational change, particularly through his unique perspectives on Conversational Leadership.
PARTICIPANTS

Sandra Allen O’Connor

Sandra Allen O’Connor is a Senior Client Partner for Korn Ferry Leadership and Talent Consulting, based in the Firm’s Boston office.

Ms. O’Connor provides consulting services to global 1,000 organizations in the financial services, insurance, retail, medical devices and manufacturing industries. Her expertise includes the design and implementation of fully integrated talent management systems, namely large-scale succession planning and high potential identification and development programs. She also manages worldwide development teams crafting cutting-edge strategic performance models as well as global leadership development and executive coaching programs.

Prior to working at Korn Ferry via PDI Ninth House for almost twenty years, Ms. O’Connor was an HR generalist at BellSouth (now AT&T) and an HR intern at Dow Chemical.

Ms. O’Connor maintains local and national affiliations in the fields of Industrial and Organizational Psychology as well as Human Resources.

Ms. O’Connor is currently on the board of the Women’s Lunch Place, a non-profit organization that serves as a day shelter to the homeless women of Boston.

Ms. O’Connor received her doctorate and her master’s degrees in industrial and organizational psychology from Central Michigan University. Ms. O’Connor received her bachelor’s degree in psychology from the University of Maine.
Dr. Phil Brown is the President and Founder of Six Points Consulting, LLC. His practitioner focus areas include executive and leadership coaching, leadership development, organizational culture, organizational management and change, organizational resilience, strategic policy and planning, and training and educational development. Dr. Brown’s leadership and supervisory expertise includes thirty years of service in the United States Air Force, six years in the defense contractor industry, and six years as a federal government civil servant. His experience includes leadership positions of increasing responsibility within federal, state, local, and international organizations. He is a Coaches Training Institute Certified Professional Co-Active Coach© and received further credentials from the International Coaching Federation as an Associate Certified Coach. He is a member of the Academy of Management, the International Coaching Federation, the Institute of Coaching Professional Organization, the Association for Talent Development, and the International Society of Organizational Development and Change. Dr. Brown holds a Bachelor’s Degree in American Civilization from the University of Miami, FL; a Master of Science Degree in Systems Management from the University of Southern California, CA; and a Doctorate of Management, with concentration in Organizational Development and Change, from Colorado Technical University, CO.
Susan Brown

Susan D Brown MSED, CWC, CBT

1995- present CO-OWNER Newton Wellesley Family Pediatrics, Newton Ma.- private pediatric/adolescent medical practice

1995-present OWNER Parent-to-Parent Inc., a family systems behavioral counseling practice including writing/lecturing on childhood behavioral health issues and parenting perspectives

1/2015 developed Coaching for Behavior Change Inc. a coaching practice dedicated to pediatric/adolescent/adult concerns including, motivation/drive; ADHD, anxiety and addictions. I have a true passion for motivation/drive work..

1983-1995 Ran around the world after 6 international athletic children, 3 sports

1980-1983 Managed a total of 21 home health care offices for Remedy Inc, Quality Care Inc. and Olsten Inc. all based in San Francisco.

Member of Physicians Provider Organization, Childrens Hospital Boston Ma

Member of American College of Sports Medicine

Member of Positive Psychology Association

6 Children, 1 Grandson

Hobbies: running and yoga, danced for Murray Louis Nikolai Company in late 70’s.

Jayne Byrnes

Jayne Byrnes is an ICF certified Executive Coach and Chair of CEO peer advisory groups from Columbus, Ohio.

She is an experienced change leader for large business transformations involving changes in technology, business processes and culture. She has led collaborative teams for Cardinal Health and Nationwide Financial and responsible for strategic communications, training, coaching, and leadership development. While at Cardinal Health, Jayne led the development of leadership programs for high potential and high performing leaders at all levels and coached senior leaders. She also led global IT training and management training for 3000 global leaders. Before moving to Columbus, Jayne facilitated leadership development programs for executives at P&G worldwide.

Jayne graduated from The Ohio State University with degrees in Mechanical Engineering and Business Administration. Her Masters degree is from the University of Phoenix with a focus on Organizational Management. Jayne completed the Leadership Coaching program at Georgetown University.

An active community volunteer, Jayne is on the Board of Columbus Sister Cities International. She facilitates leadership workshops and coaches physician leaders at Nationwide Children’s Hospital.
Margaret Cary

Dr. Margaret (Maggi) Cary is a doctor’s doctor with a physician’s mind and a friend’s heart. As an executive coach she blends a scientist’s thinking with a country doctor’s empathy. She is a constant learner and a serial focuser with a lifelong passion for sharing what she’s learned.

In fourth grade Maggi decided to be a family physician in a small town. She started her clinical career as a family physician in Santa Rosa, California, delivering babies and caring for a wide range of patients. A move to Denver gave her the opportunity to reinvent herself as a turn-around executive. In 90 days she took a clinic from three years of losing money to turning a profit. That experience inspired her to return to university to earn a master’s in business administration (MBA). A week before graduation she learned she was the Outstanding MBA Graduate of 1989 at the University of Colorado Denver Business School. From there she assumed roles of increasing scope, including creating “The Health Care Puzzle,” a PBS-co-production on health care, senior executive with the Honorable Donna Shalala at the US Department of Health and Human Services, employee number six at a medical device startup in the San Francisco Bay Area, medical director at a $200M/year healthcare communications company, co-author of a seminal text in telemedicine, Telemedicine and Telehealth: Principles, Policies, Performance and Pitfalls, intrapreneur at the Veterans Health Administration (creating and directing programs in physician leadership development, medical technology assessment and Medicare Advantage) and now credentialed and certified Executive Coach, Professional Speaker, trainer, facilitator and faculty member at Georgetown and George Washington medical schools. She practices goal-directed, evidence-based executive coaching for healthcare leaders in private industry, medical centers, professional associations and research organizations. She is an executive coach for Presidential Leadership Scholars and TED Fellows.

Her most recent presentations included Grand Rounds on “Executive Coaching for Physicians” at Dubai Hospital, Grand Rounds “Transform Your Career into Your Leadership Expedition” at Georgetown University School of Medicine, the keynote “Your Leadership Journey” at Dubai Medical College’s annual ATHAR alumnae conference in January 2015, and the keynote for the Women in Healthcare Leadership Summit in Atlanta in December 2014. She has spoken at MedStar’s Innovations Conference, the Harvard Macy Institute, the University of California Berkeley School of Public Health, Health 2.0, the United Kingdom’s National Health Service, Peking Union Medical College, University of Massachusetts and Mayo Clinic, among others.
Karen Carmody

Karen Carmody is the President of Chrysalis Coaching & Consulting LLC. She brings 20+ years of diverse industry and functional business experience including executive coaching, leadership development, and organizational effectiveness consulting.

Karen is a Certified Professional Coach (CPC), Associate Certified Coach (ACC), and EQ Certified Coach. She earned several certifications in emotional intelligence and numerous individual, team, and organizational assessments.

Karen obtained her coaching certification from the Institute of Professional Excellence in Coaching (iPEC). She earned an MBA from Northeastern University and a BA from Stonehill College. Karen is completing a Somatic Coach Certification from the Strozzi Institute.

Karen is the Vice President of Education and Professional Development on the Board of Directors for the International Coach Federation of New England (ICFNE) and Co-Chairs ICFNE’s Scholarship Committee. She serves on the Greater Boston Chamber of Commerce Workforce Development Committee and Healthcare Businesswomen Association (HBA) Engagement Committee.

Here interests include sailing, traveling, and yoga.
Bill Carrier

Bill Carrier, President of Carrier Leadership Coaching Inc., leads an organization which specializes in coaching senior and high-potential executives in leadership and personal development. A graduate of the United States Military Academy at West Point, former Army officer, and Rotary International Ambassadorial Scholar, Bill grounds his coaching work in extensive practical leadership experience and the firm belief that we are all part of something bigger than our individual selves.

Recent executive coaching clients include senior executives at the Board of Governors of the Federal Reserve, CEO’s and senior vice presidents of corporations from $4M to $10B in annual revenue, a chief merchandising officer for a multinational retail corporation, and a winner of the Navy’s Zumwalt Award (annually given to the best captain of a ship in the US Navy).

Bill has extensive experience in working with senior-most HR executives of billion-dollar companies across the US, Australia, and South Africa to leverage leadership assessment and human capital measurement to improve company culture and performance. As a senior director at the Executive Intelligence Group (EIG), Bill led business development, working with the world’s leading corporations regarding assessment practices for succession management, high potential employees, and senior executive deployment and development.

Prior to EIG, Bill led business development teams at CLC Solutions and the Corporate Executive Board, the world’s top corporate best-practice research and executive education firm. Bill worked with the top HR executives at Fortune 1000 companies to help them to build stronger leadership benches, strengthen relationships with high potential employees, and effectively measure and manage human capital. His clients included the GAO, the Department of the Treasury, Goldman Sachs, The Walt Disney Company, WellPoint, The Kellogg Company, BP, Health Net, Beckman Coulter, and the Department of Homeland Security, among others.

Bill began his career as an officer in the U.S. Army, where he was the direct supervisor of a combat arms team in high-stress training environments. After retiring from the Army, Bill was selected to represent the United States as a Rotary International Ambassadorial Scholar to Brazil. In addition to an extraordinary background in direct leadership and coaching, Bill has extensive studies in leadership and coaching. In addition to graduating from West Point, Bill has been a certified Dale Carnegie instructor and is Certified Newfield Ontological Coach. He continues his ongoing education in leading-edge coaching and human performance improvement best-practices under
world-class coaching and somatics expert, Dr. Stuart Heller, and is a founding member of the Coaching Excellence in Organizations community of practice.

In recognition of his excellence as a senior executive coach, Bill has served as a Mentor Coach, supporting other senior coaches and leaders enrolled in the Coaching Excellence in Organizations advanced education program. Bill has been a member of the Board of Directors of the International Consortium of Coaching in Organizations (ICCO) and served on the Governance and Ethics Committee. Bill has been an ardent supporter of youth leadership development programs, including Hugh O'Brian Youth Leadership and Presidential Classroom.
David Chow

David Chow is the founder of Leading Together, a company with the mission of transforming leaders who will transform their organizations. His passion is to inspire, train, and coach leaders and their teams to greater levels of authenticity and impact. He specializes in emotional intelligence, executive presence, learning agility, and building strengths-based teams.

David has coached hundreds of leaders in diverse industries including hi-tech, industrial design, healthcare, construction, banking, big law, higher education, and faith-based organizations. Current and past clients include Google, UPENN School of Medicine, Acxiom, Morrison Foerster, Educational Testing Services, U.S. Small Business Administration, and The Innovation Institute. He also serves as faculty for Teleos Leadership Institute Coach Development Program as well as a consultant for Trusted Advisor Associates.

David has a B.S. in Psychology from the University of California, Davis, a M.A. in Organizational Leadership from Biola University, and a M.S. in Positive Organizational Development & Change from Case Western Reserve School of Management. He is credentialed by the International Coach Federation as a Professional Certified Coach (PCC) as well as certified as a Gallup Strengths Coach and Marshall Goldsmith Stakeholder Centered Coach.

Prior to starting his company 11 years ago, David served as a pastor for 12 years at churches ranging from 200 to 6000 members mentoring young people, working with the community, and managing teams, staff, and volunteers. He also served as a Gallup Faith Field Advisor providing consulting and training for faith-based organizations around Gallup’s leadership tools and programs. He is the author of two leadership books: No More Lone Rangers and The Perfect Program and Other Fairy Tales.
Susan Clancy

Susan Clancy has a leadership coaching and consulting practice based in the Boston area. Combining C-level business experience with coaching principles, Susan integrates organizational and strategic issues with human dynamics to deliver solutions for personal and professional growth. Susan has coached senior executives, entrepreneurs, small business owners, and individuals.

Prior to coaching, Susan enjoyed 20+ years of business experience in finance and strategy development, including C-level roles in ‘for-profit’ and ‘non-profit’ organizations. She has worked in complex global corporations, as well as ground-floor start-ups, spanning industries from manufacturing to high-tech to microfinance.

Susan is a graduate of Cornell University and Harvard Business School. She completed a certificate program in Positive Psychology taught by noted psychologist Tal Ben Shahar. She is an ICF-certified coach, earning her credentials at the Gestalt International Study Center in Wellfleet, MA.

In addition to running her coaching practice, Susan currently serves as Chief Financial Officer of a non-profit start-up venture concerned with civic engagement. She also serves on the Board and Executive Committee of the Gestalt International Study Center.
Alex Couley

Alex Couley is an international figure in mental health, business coaching and positive psychology. A director of two consultancy, coaching and training companies he has over thirty seven years of experience of working as a clinician in the mental health field in both his native England and his adopted home Australia.

A leading expert in coaching and wellbeing, he is also part of the academic team of a number of higher education facilities within Australia. Amongst other areas he lectures upon coaching within organizations, coaching and counseling for health and wellbeing, mind body wellness, positive psychology interventions and mental health. Alex is in demand to deliver practical workshops on recovery interventions, values and strengths orientated workplaces, engaging and motivating employees and minimizing stress within working environments.

Alex has trained hundreds employees within mental health services and also hundreds of coaches across Australia. He has also assisted many organizations to develop internal coaching and employee wellbeing programs. As well as coaching leaders and senior academics in many parts of the world he currently provides ongoing supervision to numerous mental health leaders and organizational coaches.

He is an author and regular conference presenter on mental health issues, coaching and positive psychology interventions.
Nick Craig

Nick Craig is the President of the Authentic Leadership Institute, a leadership consulting firm committed to creating leaders and organizations with a deeper purpose and the courage to transform their business impact. Nick’s insights and approach comes from over 25 years of working with top teams, senior leadership programs, executive coaching, and architecting results-focused change initiatives. He realized mid-way through his career that what was least understood, but most needed, was to help senior leaders access their deeper wisdom in challenging times. The last 15 years he has focused on this, resulting in the Authentic Leadership Institute’s ability to integrate the work of Purpose/Authentic Leadership with the achievement of sustainable business results. Nick is the co-author of “From Purpose to Impact” with Scott Snook published Harvard Business Review (May 2014). He co-authored this year’s updated release of “Finding Your True North” with Bill George of Harvard Business School. His work in the area of leadership purpose has been used in corporate and academic settings, including GE, Unilever and Wharton’s Advanced Management Program. His work with Unilever is documented in the HBS Case, “Unilever’s Paul Polman: Developing Global Leaders.” Nick’s work as a Wharton Fellow is documented in Wharton@Work. His article, “Confidence is an Inside Job,” is one of the most requested in the last five years.
Laura Crawshaw

Laura Crawshaw, Ph.D., BCC

With over thirty years' experience as a psychotherapist, corporate officer, executive coach, researcher, and author, Dr. Laura Crawshaw founded the Executive Insight Development Group in 1994 and The Boss Whispering Institute in 2009. Executive Insight specializes in coaching abrasive leaders, and has served an international clientele of organizations, including over 40 Fortune 500 companies and member organizations of the United Nations. The Boss Whispering Institute is dedicated to research and training in the field of coaching abrasive leaders. More specifically, the Institute’s mission is to relieve individual and organizational suffering caused by workplace bullying. Dr. Crawshaw lectures and trains coaches worldwide and is the author of *Taming the Abrasive Manager: How to End Unnecessary Roughness in the Workplace* (Jossey-Bass, 2007). A Founding Fellow of the Institute of Coaching, Dr. Crawshaw also holds membership in the International Society for the Psychoanalytic Study of Organizations, the American Psychological Association, the British Psychological Society, and the International Association on Bullying and Harassment at Work.
Gonzague Dufour

Gonzague E. Dufour is a Columbia University Certified Executive and Organizational Coach and HR consultant at J&G Consulting.

Professional Summary

J&G Consulting since 2008: Professional Coach and Mentor with a special focus on business Leaders, Human Resources Professionals and Organizations design and engagement.

Gonzague has a wide international HR experience; he worked as an HR Executive for Jacobs Suchard, Kraft, Philip Morris and Bacardi in France, Switzerland and the United States He has been accountable for the Human Resources strategies in Europe, Eastern Europe, Africa, Middle East and Latin America. For many years he was in charge of Executive recruitment and development.

Education and Certifications

Master in Law from Lille University, France.

Columbia University certified Executive Coach,

Certified MBTI, NBI, Situational Leadership and Lominger Architect, Voices/ 360 degree feedback, Learning Agility Assessment.

Co-Active Coaching trained.

Member of ICF (International Coaching Federation), EMCC (European Mentoring Coaching Council).

Publication:

Matthias Ehrhardt

Dr. Matthias Ehrhardt has served as an executive coach, consultant, and trainer for over 15 years. He has worked with startups, well-established SMEs, famous figures, and global corporations (such as DAIMLER, KPMG, etc.). Matthias also serves as a speaker and lecturer for entrepreneurship, communication, coaching, and leadership skills at various universities and companies, both in Europe and the US.

He has authored several books and multiple articles for well-known newspapers, magazines, and journals. His most recent publications are “The Ugly Duckling is a Swan. On Turnaround Stories” (2015), a book on the importance of turnaround narratives for leadership and “Describing Space - Exploring Space – Transcending Space”, a model for the use of narrative for executive coaching which he presented at the Columbia Coaching Conference in 2014.

Matthias has a master of administration studies (M.A.S.) from the University of Konstanz, a master in media psychology (M.A.) from the Massachusetts School of Professional Psychology (MSPP), a PhD in law (Dr. iur.), and another PhD in art history (Dr. phil.) from the University of Munich. He is an alumnus of both IESE Business School's AMP and Columbia Business School's CIBE programs and is currently enrolled in Harvard Business School's Owners and Presidents Program (OPM). Matthias has attended IESE's International Faculty Program (IFP), the Columbia Coaching Certification Program (CCCP), and is a founding fellow of the Institute of Coaching (ICPA) at Harvard Medical School. He holds numerous certifications in training, coaching, and consulting (Certified Management Consultant (CMC), NBI, TKI, MBTI, HOGAN, etc.).

Additionally, he has extensive experience in building up, restructuring, and growing companies in diverse industries such as manufacturing, high tech, and communication consulting. Currently, he is engaged in various businesses and research projects that focus on human and organizational learning and performance.
Ali Farquhar is Principal of GTL Coaching and Consulting, a leadership development consultancy that partners with C-Suite and senior executives, as well as their teams, to build insight into what has made them successful and what limits their effectiveness. Ali works as a peer-to-peer thinking partner to help leaders process frank feedback, reflect on their leadership impact, clarify what they want, and develop a roadmap for growth. Using a combination of strong analytical skills and warm human intelligence, she supports clients to challenge old patterns of thinking and expand their repertoire as they stretch, experiment, learn, and grow.

Ali draws on a range of models and schools of thought in her coaching in order to meet diverse client needs. She is a credentialed “Immunity to Change” Coach, and certified to administer The Leadership Circle Profile 360 assessment, the MBTI Step II, EQi 2.0, and several other leadership and cross-cultural assessments. She holds an MBA from INSEAD, France, and a Graduate Certificate in Executive Coaching from William James College.
Mike Fontana

Executive Coaching Experience:

Mike Fontana provides a unique skill set to his executive coaching clients by combining his extensive experience as a Coach, Management Consultant, and Licensed Psychotherapist, with a deep knowledge of Organizational Systems and more than two decades as a hands-on business executive in the corporate world. As a corporate consultant, leadership coach and trusted adviser to Senior and C-Suite Executives, his primary focus are the complex interpersonal relationships that occur within the senior ranks of organizational systems. He looks beyond daily routines, personality, and corporate cultural issues, to help leaders pinpoint underlying behavioral patterns and processes that need to be transformed and modified. He knows how to help reduce stress, solve problems, and has extensive experience helping turn negative patterns into positive outcomes.

Career Highlights:
Mike has over 15 years of experience working with Senior Executives in banking and finance, as well as various other industries. His client companies include large institutional clients like: Citi, BNYM, Morgan Stanley, Credit Suisse, BOA, and he has also worked with smaller private clients at various Private Equity, VC, and Family owned firms and Family Offices.

Subject Matter Expertise:
Mike’s approach is flexible, dynamic, and results-oriented. Using 90-day goal cycles to assess individual and team values and strategies, he customizes a plan of action for each individual Leader and Team, then coaches both one-on-one and in small groups. By combining a systemic overview with personality assessments, cognitive awareness development, and solution-based strategies, he helps clients improve their personal interactions with Colleagues, Clients and Strategic Partners. Results include: improved communication, clearer strategic visions, collaboration, and delegation, both horizontally and vertically – along with greater job satisfaction and increased productivity.

Education/Certifications:
MS - Organizational Behavior and Development
MS - Systemic - Marriage and Family Therapy
BS - Structural Engineering

Certifications:
Hogan Leadership Series Certification – HPI, HDS, & MVPI
Hogan 360 Assessments
MBTI and Fibro-B Certified (CPP)
Licensed Clinical Psychotherapist, LMFT, in CT & NY States
Eileen Coskey Fracchia, MSEL, ACC
Founder & Managing Principal, El Camino Group

Eileen Coskey Fracchia founded El Camino Group, a national, boutique leadership consulting firm specializing in executive coaching & strategy execution for a number of diverse businesses, not-for profits and civic organizations.

Formerly Chief Learning Officer and Executive Vice President of The Marcus Buckingham Company (TMBC), Eileen continues her association with TMBC working with clients such as Facebook, Accenture and Quora, among others.

Prior to her time at TMBC, Eileen served 25 years as a leader at Wells Fargo and held multiple senior positions, including Senior Vice President and Head of West Coast Regional Development. A recognized speaker, Eileen has presented at numerous company meetings and industry conferences on a variety of topics. Eileen holds a Master of Science degree in Executive Leadership from the University Of San Diego Graduate School Of Business and a Bachelor of Arts degree in Psychology from San Diego State University. She graduated from the Coaches Training Institute and is an accredited coach with the International Coach Federation and is a Harvard Medical School Affiliate and Founding Fellow of the Institute of Coaching.

Eileen is very active in the LA community. She is the Co-chair of the Women’s Leadership Network and is a vice president of the Los Angeles Jewish Vocational Services Board. Eileen is also the proud recipient of a Certificate of Recognition from the City of Beverly Hills, commending her for her participation in the City Council Team educational program.
Margaret Gomez

New York based Executive Coach, strategist and leadership development consultant, Margaret A. Gomez is a trusted adviser to executive leadership, coaching Chairmen, C-Suite leadership, Board Officers and Executive Management as well as emerging leaders and high potentials through rapid-change, to success, renewal and desired futures. In her work, the lasting results and transformation her clients achieve for themselves and for their enterprise and the quality and endurance of Margaret’s relationships are the most important outcomes. She brings over 20 years of demonstrated results in executive coaching and decades of “field-tested” business and entrepreneurial success to her engagements. She is skilled at navigating complex, demanding work systems, cultures and transitions and her counsel has influenced over a thousand careers.

Margaret built her corporate career in the human capital management and development arena and held leadership roles at cutting-edge, creative, global corporations, including Scali, McCabe, Sloves, The Olsten Corporation, and Interpublic and Omnicom advertising and branding agencies during periods of unprecedented growth and change. She served as an adjunct professor at New York University - SCPS, in the Department of Leadership and Human Capital Management and as a mentor coach and instructor-examiner in the Columbia University Coaching Certification Program. Currently, in addition to her executive coaching and leadership development practice, she is an Executive Coach and Consultant with global leadership development organizations.

Margaret received her formal executive coaching training at The Hudson Institute of Coaching and is a Certified Hudson Institute Coach in Individual and Organizational Systems. She is credentialed in Coaching Supervision from Coaching Supervision Academy’s EMCC accredited program and holds an MCC - Master Certified Coach credential from the ICF - International Coach Federation, and SPHR - Senior Professional in Human Resources credential. She lives from her commitment to life-long learning and development. She is an avid photographer and watercolorist, ever seeking out new vistas and vantage points. On her travels, Margaret carries a tiny watercolor paintbox to capture recollections on-the-go.
Vicky Gordon

Vicky Gordon is Founder & CEO of The Gordon Group, a Chicago based leadership and organizational development consulting firm. She has more than 20 years of experience coaching senior executives on how to lead their organizations to reach new levels of business success at such leading companies as PepsiCo, Dell, AON, AT&T, Smith & Nephew, ITW.

Dr. Gordon is a prolific researcher and author. She contributed the lead chapter to *Leadership: Helping others Succeed* (Insight Publishing, December 2007). She has also contributed to the talent chapter in *The New Supply Chain Agenda - The 5 Steps that Drive Real Value* by Reuben Slone, John T. Mentzer, and J. Paul Dittman; (Harvard Business Press, May 2010). Her leadership advice has appeared in, Harvard Business Review Now, Woman’s World, the Chicago Tribune, Harvard Management Update and on WGN radio.

Dr. Gordon’s most recent research, based on in-depth interviews with 20 CEOs from Fortune’s List of America’s Most Admired Companies, identifies the challenges facing the next generation of CEOs. From her analysis of the forces driving those challenges, she paints a compelling profile of the CEO of the future.
Alan Graham

As a consultant, coach, educator, author and presenter, Alan R. Graham has over two decades of experience helping thousands of individuals and organizations navigate business and life's challenges, and gain the tools they need to increase productivity and be more effective leaders. Uniquely trained in business, education and psychology, Alan obtained his Ph.D. at Northwestern University and completed his training at the University of Illinois at Chicago and Illinois Masonic Medical Center in Chicago. Alan is a graduate of the MentorCoach training program and teaches coaching as a member of the MentorCoach Training Team and the Authentic Happiness Coaching Program. He is a Professionally Certified Coach (PCC) through the International Coaching Federation.

Alan's experience has included coaching and consulting with business leaders, executives and organizations in a variety of settings. He has consulted to many large and small organizations including Abbott Labs, Leo Burnett, Wrigley, Deloitte Consulting, Wauconda Tool and Engineering, R. Lavin & Sons, Melvin Securities, and Magellan Behavioral Health.

As a way of sharing his entrepreneurial and management skills and experience, Alan serves as the chair of the steering committee for the American Psychological Association’s Psychology in the Workplace Network (PWN). The PWN is an organization created to help psychologists understand the needs of business and to recognize psychologically healthy workplaces. Alan is currently the Illinois representative to W.

During the course of his work, Alan has come to recognize the vast pool of talent that is present in the business community and the importance of identifying and developing new leaders who can build on the accomplishments of those who have come before. He derives great satisfaction seeing his clients apply existing talents and leadership skills more effectively and develop new skills to achieve even greater success.
Donna Karlin

Donna Karlin is a world-renowned leadership coach, an author, international speaker, and lecturer. She’s been called a pot-stirrer, thought shifter and reality checker and is best known as The Shadow Coach®.

Principal and founder of A Better Perspective® and The School of Shadow Coaching®, Donna has worked for over three decades as a coach, lecturer and consultant on 5 continents with C-Suite leaders in the corporate sector, political Federal Ministries, military, security and intelligence, government departments and agencies, creative communication designers and the medical community.

Donna is a Founding Fellow of the Harvard Institute of Coaching Professional Association (ICPA), a member of the Advisory Board of the International Academy of Behavioral Medicine, Counseling and Psychotherapy and an associate with the Strategic Red Team Consulting.

Her work has been written up in Fast Company Magazine, The National Post (Financial Post), The Globe and Mail, The New York Times Business Section, The Boston Globe, Personal Success Magazine, as well as in numerous online articles. She has written two eBooks, co-authored the best-selling book 101 Great Ways to Improve Your Life, and authored the award-winning book Leaders: Their Stories, Their Words - Conversations with Human-Based Leaders.

She is a Master Certified Corporate Coach, holds a Postgraduate Corporate Executive Coach designation, is certified in Organizational Psychology by The Professional School of Psychology and has been certified by the International Academy of Behavioral Medicine, Counseling and Psychotherapy as a Diplomate in Professional Coaching.

She has a proven track record in developing sustainable leadership.
Sri Kotturu

Sri is the Founder of STALTU coaching services.

After building a successful career in IT as a programmer, developer, analyst, IT Application Architect, Project Manager, Scrum Master, Facilitator she transitioned to IT Agile Coaching. Her experience in managing projects and relationships with various international IT clients across the world in different capacities helped her understand coaching from a different perspective.

Sri discovered that coaching is a way to address a very fundamental human need- it’s about empowering oneself!

In Sri’s words coaching is about 3 things-

a. Looking at the world and personal events from different vantage points- (be it physical, material, emotional, spiritual) and developing oneself to become more resilient.

b. Accessing one’s own true dreams-a purpose of life; and making those dreams come true-a journey with FUN!

c. Becoming an authentic person....Drawing an analogy, different cells in our human body have different functions even though all the cells are essentially cells. So as humans, just like cells in our human body that continually share and exchange information it’s about sharing and expressing one’s own self in a unique, authentic way with others around us. This act of sharing and growing is empowering! while moving from becoming to being...who you are!

It’s my endeavor here to rediscover myself in my interactions with you and hopefully help you rediscover yourself in your interactions with me!
Pete Kovner’s current therapeutic coaching practice focuses on individuals undergoing critical life and career transitions, whether due to changing goals, reversals of fortune or personal issues.

Previously, as a senior consultant for The Ariel Group, Pete facilitated experiential learning programs in team building, relationship management, and leadership presence for clients such as Société Générale, BCG, Deloitte, Goldman Sachs, The Federal Reserve, GE, and in coordination with graduate business programs at Columbia, Northwestern and Harvard University.

His pro-bono work took him into organizations such as The City School, Open Circle, Jump Start, PFLAG, and the Massachusetts prison system.

He subsequently earned his M.Ed at Lesley University with a specialization in Transpersonal Drama Therapy.

Drama Therapy is an active, experiential approach to facilitating change. Through storytelling, projective play, purposeful improvisation, and performance, participants are invited to rehearse desired behaviors, practice being in relationship, expand and find flexibility between life roles, and perform the change they wish to be and see in the world.

A Registered Drama Therapist, Pete co-facilitated psychodrama sections at Two Brattle Center, drama therapy workshops at Omega Theatre, and co-founded the Drama Therapy Practice Group to advance professional development in the field of experiential and creative therapy.

In a parallel career, Pete is also a Managing Partner of several midtown Manhattan commercial real estate properties comprising 1.5 million square feet of retail and office space.

In his previous life, he was a history major and All-American athlete at Middlebury College, where he was first introduced to the disciplines of theater. Subsequently training under Stella Adler in NYC, he moved to Boston to create social-political theater and performed professionally for two decades on stage, film, TV and radio.

Past President of the 2,000 member Screen Actors Guild of New England, he currently is a board member of Cure for Blindness, which supports research into the genetic origins of blinding diseases.
Patricia Marino

Dr. Patricia H. Marino, PHD / NBCT

With a graduate degree in Speech Communications Behavior and a Ph.D. in Educational Leadership/Systems, Patricia H. (Harris) Marino also retains National Board Teacher Certification. As a founding fellow of the Institute of Coaching Professional Association at HMS, Patricia has come to enjoy and benefit from engagement in ICLF invitation-only gatherings for senior coaches.

Throughout her teaching career, Patricia participated in several national school reform initiatives. The National Center on Education and the Economy recognized her as a pioneer during development of its New Standards Project. Dr. Marino’s background includes service both as a University of Rochester pre-service teacher adjunct and as a supervising pre-service teacher / mentor in a professional practice school. To her credit as well is a variety of solo and collaborative curriculum projects, some resultant of her own action research.

It was later, in the role of English Language Arts Specialist / Coach that Patricia’s affinity for coaching and acumen as coach emerged. She successfully completed certification as trainer for the coaches of the Rochester City School District. Aware first hand of problems related to the employment of coaching as a strategy of school reform, her grounded theory research examines lessons learned from experienced practitioners using coaching to improve teaching practices.

Patricia’s creative writing avocation led to her being commissioned to write and direct a historically reflective multi-media play titled The North Star. She has authored two collections of inspirational prose and verse, Touch Me, and her soon to be released e-book, Earthen Vessel.

Today, this veteran urban educator and transformational coach is Founding Director of PathMark Innovations LLC. Her vision is to continue giving back from her four streams -- speaker, trainer, writer, and coach.
Beth Masterman

Beth specializes in working with professionals who have risen to a level of authority through technical expertise, natural gifts, succession plans, or influence and might not have had formal leadership training or coaching, or just want to refresh their awareness. Beth works with these leaders and their teams offering:

- One-to-One Executive Coaching
- Team Coaching and Development
- Leadership Training
- Workshop Facilitation
- Professional Development
- Self Awareness Assessments

Beth works with business partners, owners, leaders, and their teams on: goal alignment and action planning, active listening, difficult conversations, delegation, effective communication, self- and team-awareness, modeling behavior, and other elements essential to become a fully engaged, better liked, well respected professional in any organization. Her program use both proprietary methods and proven assessment tools to trigger insights and allow for development of new techniques for clarifying organizational dynamics, adjusting one’s pace, and reaching goals.

Beth earned a J.D. from Boston University School of Law, a M.A. from Boston University School of Psychology, and a B.A. from Wesleyan University cum laude. She was awarded the Walkley Prize for “excellence in psychology for best work embodying original research.” Beth earned a Graduate Certificate in Executive Coaching from the William James College (Formerly MSPP), is a CPP certified MBTI and TTI Success Insights certified DISC administrator.

Prior to establishing Masterman Executive Coaching in 2012, Beth consulted for business owners, senior executives, board committees, and elected officials. Her roles covered a broad range of leadership areas as well as project management and implementation, providing state, local, and executive lobbying, strategic communication services, drafting of legislation and testimony, and government and community relations.

As an Executive Coach, Beth has worked in the fields of: Accounting, Banking, Higher Education, Environmental Compliance, Law and the Judiciary, Fitness, Non-Profits, and more.

In the public sector, Beth presently serves as an elected Town Meeting Member in Lexington, MA. and is appointed to the Appropriation Committee. In the past, Beth worked as General Counsel to Massachusetts State Senator John D. O’Brien, and as an Assistant District Attorney in Norfolk County for William Delahunt.

Beth serves as a Group Leader for ProVisors – Boston (provisors.com). She lives in Lexington, MA and has three adult children of whom she is very proud!
Karen Mathre

Karen Mathre, M.A., Psy/OD, PCC joined Medtronic in January of 2006. She is currently a Global Talent & Leadership Development Consultant at Medtronic responsible for Medtronic’s Coaching Practice. She has also provided leadership in design, coaching and facilitation of Medtronic’s High Potential Leadership Programs and consulted on key strategic leadership development projects for the enterprise.

Previously at Medtronic, she was a Principal Human Resources Business Partner for the Endovascular Therapies Business and a Principal Organization Development & Learning Specialist for the CardioVascular Business. In these roles she provided strategic HR leadership to R&D, Clinical Research, Regulatory Affairs and Quality organizations as well as designing, developing and delivering technical/functional curriculums. Her team’s work on the Great Clinical Partnerships won a CV Customer Focus Award in 2010.

Prior to Medtronic, Karen led a consulting and coaching practice dedicated to Leadership & Organization Development, Strategic & Business Planning and Community Engagement events. The practice emerged from her role as a banker to small-medium sized businesses while at WestAmercia Bank. She noticed that there was a strong relationship between sound financial businesses and great leadership practices. She combined this insight with a deep commitment to service and pragmatic solutions led the practice to many years of success with clients like Arthur Andersen, LLP; Charles Schwab & Co, Inc.; Grant Thornton, LLP; Medtronic, Inc. and Super Bowl XXX.

Karen obtained her Certificate in Evidence Based Coaching from Fielding Graduate University, Santa Barbara, CA and her Professional Coaching Certification (PCC) from the International Coach Federation (ICF). Her prior education includes a Masters in Organization Development/Psychology from Sonoma State University in Rohnert Park, CA and Bachelors in History from Macalester College, St. Paul, MN. Her professional affiliations include memberships in Association of Training & Development (ATD), National and Bay Area Organization Development Networks (ODN and BAODN) and the International Coach Federation (ICF).

She currently lives in Sonoma, CA with her husband and two daughters. She enjoys singing, performing, reading, travelling and spending time with her family.
Susanne May

Susanne May is founder and CEO of MayCoach & Company. Since its inception in 2007, this premiere executive coaching and consulting firm has grown to become a world-renowned enterprise with more than 150 associates in 42 global markets. Ms. May and her associates have coached numerous CEOs, VPs and other senior executives, consultants and directors of multi-national corporations.

MayCoach & Company services leading government organizations, universities, NGOs, and multi-national corporations with her executive programs in Strategy, Entrepreneurship, Innovation, Leadership Development and Organizational Renewal and Transformation. Its clients include Daimler AG & Financial Services, Allianz Group, Barclays, American Express, Prudential, Deutsche Telekom, Nokia, Novartis, Kia Motors Europe, KPMG, Accenture, Mercer, the European Stability Mechanism, the World Bank Group, the World Economic Forum and the World Health Organization, etc. Top institutions and business schools such as Duke Corporate Education, Instituto de Empresa, Warwick Business School, the European School of Management and Technology and the Thunderbird School of Global Management also continue to benefit from the elite coaching and facilitation solutions provided by Ms. May and the MayCoach & Company network.

Before working as an executive coach and program facilitator, Ms. May gained over 15 years of experience in a wide range of disciplines including corporate strategy, credit risk management, market development and complex project management in global consulting and facilitation. She performed integral functions within the DaimlerChrysler Corporation as member of the Financial Services Board executive team and later as Senior Manager of Corporate Strategy, where she interfaced with all levels of the organization as a consultant and liaison to intermediate global entities. She led critical organizational transitions such as the global management of Shared Services, the introduction of BASEL II and Sarbanes-Oxley, the creation of an automotive financial services company set up in China and several M&A initiatives in Asia-Pacific and Europe.

Ms. May graduated from the University of Constance in Germany with a Masters in International Relations and Political Economy and Management with concentrations in Systems Theory and Organizational Behavior. She also holds the Columbia Coaching Certification as an Executive Coach from the Columbia Business School. Furthermore, Ms. May is certified in MBTI Step I and II, Firo-B, TalentQ, Hogan Leadership Suite, the Leadership Versatility Index, and the Innovator’s DNA assessment. Also parts of her work are Lominger Voices, the Denison Surveys, the Thomas-Kilmann Conflict Mode Instrument, the Change Style Indicator, and the Intercultural Readiness Check (IRC). She works in English and German, and is conversant in Spanish and French.
Selection of recent coaching assignments include

- Several Executives in Finance, European Organization, Luxembourg
- Directors on leadership excellence, International Organization, global
- Female Senior Director coaching on power and influencing, International Organization, global
- CEO coaching to improve board team dynamics and authentic leadership, India
- Global Talent Program, International Organization, Switzerland
- Leadership versatility debrief and coaching for leaders as part of the Regional Leadership Development Program, Pharmaceutical, Region Europe and Asia
- Global Leaders’ program coaching for top talents, Pharmaceutical, global
- Leadership coaching for global leaders for the World Market Leader in lenses, France
- Leadership coaching for a divisional heads and his executive team for an international Air Traffic Control Systems’ company, Germany
- Leadership coaching within an Executive Leadership program for female VPs / Directors, global Pharma corporation, global
- Transition coaching of HR managers within a global Technology company, global
- Leadership coaching / culture of 20 division and departmental leaders of an international Non-Governmental Organization, Germany
- Individual and team coaching within a Mergers & Acquisitions – LD Program for Deal Leader, Oil corporation, global, annual program
- Leadership and transition coaching with the Global Management Program of an international Insurance company, global, annual program
- Executive coaching of one-level below Board for a global Logistics company, global
- Top talent program and coaching for an Automotive company, global
- Coaching for change for managers and their teams within a global Automotive player, global
- Team coaching within a program for managing change in uncertain times, global insurance company South Africa
- Transition coaching of European Chief Risk Officer of a Global Financial Services company
- Leadership coaching for Partners and Senior Managers of a global consulting company

Leadership and Coaching Expertise

- Global Leadership Competencies
- Leadership Versatility / Authentic Leadership
- Executive, Leadership and Transition Coaching
- Global Strategy, Innovation and Entrepreneurship
- Organizational Transformation and Renewal
- Power and Influence
- Change Management and Organizational Development
Rebecca Merrill

Rebecca Merrill, ED.M, M.S.W.
Leadership Coach and CEO Confidante

Rebecca has worked in the fields of adult development and applied human psychology for over 20 years. She earned her bachelor’s degree with a double major in Psychology and Comparative Religion from Wellesley College graduating *magna cum laude*, with honors in Religion, in 1985. She earned her Ed.M. in Adult Development from the Graduate School of Education at Harvard in 1989 and her MSW in Clinical Social Work from the Smith College School for Social Work in 1993. Following her MSW, she completed three years of post-graduate clinical training at Duke University.

Acting as a trusted advisor and confidante for senior-level executives, Rebecca helps her clients optimize their functioning in multiple overlapping and intersecting areas of their personal and professional lives, with a particular focus on understanding their individual personality style, highlighting and titrating the under and overuse of signature strengths, exploring personal blind spots, developing their psychological resiliency and helping them to gain insight into their default cognitive and behavioral patterns, both adaptive and maladaptive.

With a focus on creating effective business strategies, increasing political influence, enhancing communication effectiveness, inspiring and motivating teams through a common vision, and deftly handling difficult decisions and critical conversations, Rebecca continues to help raise the bar for the visions, aspirations and dreams of her clients by building on long-term relationships that continue to add value over multiple years.

Rebecca has coached senior leaders in multiple vertical markets including banking, higher education, energy, health insurance, real estate and wealth management. Currently, she works primarily with senior administrators and physician leaders at Duke and Stanford Universities.

Rebecca is the author of several books on leadership: *Living in Yes: If the Answer is Maybe the Answer is No*, *Starfish Leaders: Stories of Brokenness and Regeneration*, *Heading for the High Road*, *High Time to Take the High Road*, *Leading From the Slow Lane*, *Blithe Spirits* and *When Less is More*.

Rebecca lives with her husband and their two dogs in Durham and Asheville, North Carolina.
Anne Mitchell

Anne is an executive coach with an independent practice serving investment professionals and entrepreneurial executives. She is a former venture capitalist, having worked for 15 years as a partner with Fidelity Ventures where she led investments creating over $1 billion in shareholder value for her investors. She also serves on the board of directors and chairs the Corporate Governance Committee of Xoom Corporation, a publicly traded corporation. As part of her coaching practice, she advises boards of directors on optimizing to create high-performing boards.
Lynn Mitchell.

Lynn Mitchell is a Senior Leadership Coach with Right Management and the principal at Lynn Mitchell & Associates (LMA), a leadership development coaching consultancy providing executive coaching, team coaching, master class facilitation and OD consulting to companies in a broad range of industries and sizes.

Lynn brings to her coaching practice 30 years of business experience including corporate leadership positions at IBM, management consulting, and graduate-level teaching at Aurora University’s Dunham School of Business.

Clients value her senior leadership experience and her process-driven, results-focused approach to coaching. Her core theoretical modalities are evidence-based and include adult learning, positive psychology, cognitive behavioral, and neuroscience. Lynn also appreciates the impact of the systems her clients work in and therefore, leverages stakeholders and organizational dynamics in the coaching process. Her holistic approach to executive and team coaching helps develop leaders who are resilient, compassionate, and conscious of how their behaviors impact others and affect business outcomes.

Lynn is passionate about creating more conscious workplaces and championing people-centric, trust-based cultures. She is a noted subject matter expert in Emotional Intelligence and designs and facilitates master classes for her clients to support their coaching work.

Lynn holds a Master of Science degree in Counseling Psychology from National Louis University and an Honours Bachelor of Business Administration degree from Wilfrid Laurier University in Canada. She also received a graduate certificate in Evidence-Based Coaching from Fielding Graduate University. She has achieved the designation of Professional Certified Coach (PCC) with the International Coaching Federation (ICF).

Since being accredited in 2008, Lynn’s leadership coaching services have been in high demand. She has worked with well over 100 leaders including Vice-Presidents at Fortune 50 companies and CEO’s of mid-sized companies. No matter the size of the company or the industry they serve, Lynn believes a leader’s development work begins with self-awareness. She facilitates performance enhancing behavioral change and helps leaders develop their reflective intelligence, influence and personal resilience.

A native of Toronto, Lynn moved to Chicago in 1990 where she lives “out in the country” with her husband, two sons and various animals. An avid gardener, golfer and hiker, you can usually find her outside. In fact, whenever possible she encourages her coaching clients to experience the benefits of walking and talking.
Susan Pahl

Susan Pahl is Founder and CEO of Shift Coaching Inc., a dedicated leadership, team and group coaching organization. Shift focuses on optimizing business performance through an integrated, context based approach to coaching. Shift works with business leaders to enhance their ability to lead, manage and execute against business strategy. Shift provides them with the tools to create the environment to raise productive and positive teams.

**Specialization and Expertise**

Susan is an innovative leadership and team coach with 25 years domestic and international business experience. Susan has demonstrated success in working with both leaders and teams in corporate environments that are experiencing change, significant growth, or transformation. She works with leaders to leverage their most valuable resources, their human capital, in order to create a resilient work force in the face of fiscal constraint.

- Extensive experience coaching multiple levels of management from C-Suite business leaders to frontline managers
- Expertise in coaching within the context of the business in order to enhance behaviours that support the corporate strategy
- Using a coach approach to facilitate people development
- Uses concrete measurement tools and team coaching skills to create a healthy social context within a team

**Experience**

Susan understands complex organizational challenges due to her extensive senior executive experience.

- Held senior executive roles with multi-national organizations and served on global management teams
- Worked with a large Entertainment Organization to shift their culture to meet the changing requirements of the business. Introduced and integrated leadership and team development and coaching programs in order to strengthen the leadership skills of the executives and gain better business alignment.
- Supported the transformation of operational managers into strategic leaders at a large technology company by creating a coaching and development experience that positioned them to address the changing needs of their organization and of their clients.
- Supported the leaders of a large life insurance organization in moving to a globally shared service organization. The coaching and development programs were critical to implementing this paradigm Shift.
Susan's clients feel her positive energy and say she really walks her talk, is a great listener and a compassionate coach that gets results. Her specialty is working with executives and teams to improve the social context, which in turn improves efficiency, effective decision-making and overall improved business results.

Credentials and Qualifications

• University of Toronto, Psychology
• Adler Trained and Certified Coach
• Certified Organization Relationship Systems Coach
• Currently completing a Masters Degree in Coaching, Middlesex University, UK
• Fellow with the Institute of Coaching at Harvard
• Member of the World Association of Business Coaches
• Member International Coach Federation
Prajña Paramita

Paramita is a Senior Executive and Leadership Coach working with the corporate sector, the public sector, NGOs, and journalists. Her career has encompassed diplomacy, public affairs consulting, strategic and cross-cultural communication, executive coaching and organizational development. Multicultural through her upbringing, education and career, she works across the globe.

She has worked with clients in the IT, telecoms, finance and insurance, automotive, logistics, engineering, chemical, pharma, cosmetics, consumer and lifestyle, and hospitality sectors.

Paramita is an accredited Executive Coach and Facilitator with the EU institutions and is one of the few Coaches called upon to work with Heads of Cabinet of European Commissioners.

Paramita works with senior managers on all aspects of developing and enhancing their leadership, including working with management teams. Going beyond their assets of skills and competences, Paramita helps leaders become increasingly self-aware, develop their emotional and social intelligence, and be in touch with their authentic self in which their leadership is grounded.

Paramita has also co-created a model of Group and Peer Coaching to enable leaders to develop a coaching capability in managing their teams and staff.

Paramita is a Board Certified Coach by the Center for Credentialing & Education (US).

She has been trained and certified in the use and application of 360 assessments and several psychometric instruments.

Paramita considers herself privileged and fortunate to work with people who are exceptional and strive for excellence. She brings to her profession a unique blend of the inward gaze of Eastern contemplation, which has for millenia tapped the extraordinary power of the human mind, and the outward-focused direction of Western pragmatism.
Anne Marie Pernice

Anne Marie Pernice, M.Ed., CPCC, ACC is the Director of Key Talent Development for the Cardiac and Vascular Group (CVG) at Medtronic. Anne Marie holds degrees in Education, Communications and Business Administration and certificates in Organization Development and Coaching.

Anne Marie is highly engaged in coaching key talent, building an internal cadre of coaches and launching the first global internal coaching program targeted at high performing talent at Medtronic. Additionally, she is involved in increasing the integration of talent management practices and developing coaching and talent development capabilities.

Since joining Medtronic in 2006, Anne Marie has held various leadership and consulting roles for business critical initiatives focused on increasing individual, team, and organization effectiveness through integrated and collaborative organization change efforts. These change efforts included large scale business transformation, organization design and development, culture change, leadership and team development, and quality education initiatives to build individual and organizational capabilities. Several of these have been/are being leveraged for enterprise-wide adoption.

Prior to and throughout these efforts, Anne Marie maintained a keen interest in coaching high performing individuals. In April 2012 she resumed specialized professional coach training and subsequently began the first of two pilots focused on coaching key talent in the CVG organization.

Prior to joining Medtronic, Inc., Anne Marie held roles of increasing responsibility in training, leadership development and organization change at The Gillette Company in Boston, MA (now part of Proctor & Gamble).
Pranav Ramanatham

Pranav S. Ramanathan, PCC – Managing Director, Coacharya™

Pranav is an entrepreneur with 17-years of deep expertise managing brand and product marketing services for companies in the consumer product, media, non-profit, and technology sectors. As Managing Director of Coacharya, an executive coaching practice, he oversees all operational aspects from ongoing strategy and business development to day-to-day support logistics. Pranav is an ICF-accredited Professional Certified Coach (PCC).

Pranav sits on the Leadership Council for Upwardly Global, Chicago, is a member of the Co-Founders Team at FWD.us, and is a President’s Circle member at the Chicago Council of Global Affairs. He has a B.S. in Architecture from Arizona State University, and an M.S. in Integrated Marketing from Northwestern University. Pranav lives in the Old Town neighborhood of Chicago with his wife, Alexandra, daughter, Carys and Shar-pei mix, Coco.
Ram Ramanathan

Ram S. Ramanathan, PCC, BCC - Mentor Coach, Coacharya℠

As Coacharya's founder and resident mentor coach, Ram oversees and conducts all aspects of coaching and training services offered. He is responsible for the proprietary coaching models, original content and guiding philosophy that have distinguished Coacharya as an award-winning practice.

Ram brings an accomplished career of 45 years to the helm of Coacharya. As an engineer turned business builder and CEO, his career success has been due to a natural ability to form teams and motivate them to peak performance. He transitioned from his formal corporate responsibilities to a serial entrepreneur and start-up coach, in order to help fulfill visions of people wanting to build successful institutions. Ram continues to mentor coach many colleagues and subordinates in furthering their careers, enhancing their performances and balancing their lives.

Ram has a B.S. in Mechanical Engineering (Honors) from the University of Madras, India. He is a Fellow at the Institution of Engineers, India and a founding member of the TiE (The Indus Entrepreneurs) Singapore chapter. Ram is a founding member of the Association of Indian Coaches. He is also a former member of YPO (Young President’s Organization) and a current member of Mensa.
Catherine Robinson-Walker

Catherine Robinson-Walker, MBA, MCC, specializes in leadership development and team, group and executive coaching in healthcare. Currently President of The Leadership Studio®, Catherine is a Master Certified executive coach, strategic leadership consultant, team facilitator, and keynote and workshop speaker.

Catherine has 25 years of senior executive experience in complex health organizations, national commissions and academic institutions. She was the founding CEO of the Network for Healthcare Management, a 15 university consortium including the School of Public Health at UC Berkeley, the Kellogg School at Northwestern University and the Wharton School at the University of Pennsylvania. In addition, she held Executive Director roles with the California Health Collaborative and the Academy of Healthcare Quality, a wholly owned subsidiary of Chicago-based Joint Commission.

Jonathan Rotenberg

Jonathan Rotenberg is an executive coach and strategy consultant who helps business leaders thrive in the midst of relentless change. For more than 20 years, he has worked with leadership teams of some of the world’s largest and most respected organizations.

Jonathan’s background spans coaching, consulting, and operational leadership. He cofounded Centriq Advisors, a strategy consulting group focused on helping executive teams build high-performance, customer-centric enterprises. His clients have included two of the largest retailers in the U.S.; one of the world’s largest hospitality companies; and one of North America’s largest wholesale distributors. He has led strategy and transformation initiatives for clients in the biopharma, business services, consumer-packaged goods, financial services, healthcare, insurance, lodging, nonferrous metals, retail, and telecommunications industries.

He was previously Vice President at Fair Isaac Corp. and co-leader of its management consulting group. At Fair Isaac, he cofounded and launched its Customer-Centric Enterprise practice. During the 1990s, he was a senior strategy consultant at Monitor Group, advising Fortune 500 executives on growth and brand strategy.

In 1977, he cofounded The Boston Computer Society and, as its president, built it into the world’s largest personal computer user organization.

Jonathan holds an A.B. in Economics, *magna cum laude*, from Brown University; a Master in Business Administration from Harvard Business School; and a graduate certificate in executive coaching from the Massachusetts School of Professional Psychology. He is certified in the Hogan Leadership Assessment and Myers-Briggs Type Indicator (MBTI).
Dr. Sharon Rudy, Board Certified Coach and a Board Certified Counselor, is Program Director for the Global Health Fellows Program (GHFP) II at the Public Health Institute (PHI). GHFP-II is a $200 million grant from the federal government designed to support human capacity needs inside the federal government and to build the next generation of global health professionals. In her previous role as Senior Faculty at Johns Hopkins University Bloomberg School of Public Health, Dr. Rudy spent almost a decade working in Anglophone Africa designing, implementing and evaluating national behavior change communication programs and client-provider interaction interventions. She has also worked in the Middle East, Africa, and Asia implementing performance improvement and training programs through IntraHealth, then based at the Medical School of the University of North Carolina, Chapel Hill. Dr. Rudy holds a PhD in Counseling and Organizational Consulting and is a published author.
Betsy Saltonstall, M.Ed., IHC, is the founder of All Together Wellness, a health planning and performance coaching service.

As an educator and coach, she has created programs for individuals and organizations since 1990. Her strength is assisting individuals in designing customized coaching plans. Through deep listening and motivational interviewing, she helps clients navigate change, optimize their health and achieve their goals.

She’s served in an advisory capacity to Audubon Expedition Institute, Lesley University, Maine Women’s Policy Center, Natural Resources Council of Maine and the University of Southern Maine. She’s worked with U.S. Representative Thomas Andrews and U.S. Representative Chellie Pingree.

Betsy received her Master’s in Education from Boston University, trained at Duke University as an Integrative Health Coach (ICH) and is a certified Performance Coach.

Residing in Rockport, Maine, she’s an active community member, participating in several Town committees and non-profit boards.
Sandra Scheinbaum

Sandra Scheinbaum, Ph.D., IFMCP, BCIAC, CHC, RYT is the founder and CEO of the Functional Medicine Coaching Academy, Inc., a program established in collaboration with The Institute for Functional Medicine to train and certify health coaches. An Institute for Functional Medicine Certified Practitioner, Dr. Scheinbaum was the former director of Feed Your Mind Wellness, specializing in individual and corporate wellness coaching. For over 35 years, she was a licensed clinical psychologist specializing in blending mind-body medicine with positive psychology and was the founder and director of a clinic for attention deficit disorders, and co-director of a clinic for treating panic and anxiety. She held faculty positions at National Lewis University and the University of Western States, was on the medical staff of North Shore University Health Systems and Northwestern Lake Forest Hospital for many years, and is a board-certified senior fellow in biofeedback, a certified health coach and a registered yoga instructor. Dr. Scheinbaum is the author of *Stop Panic Attacks in 10 Easy Steps: Using Functional Medicine to Calm Your Mind and Body with Drug-Free Techniques* and *How to Give Clients the Skills to Stop Panic Attacks: Don’t Forget to Breathe*. She is passionate about transforming healthcare by training health coaches to integrate the positive psychology model of coaching with the functional medicine approach to reversing chronic illness.
Carol Scott

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Carol J. Scott, MD, MSED, FACEP, Principal of the Scott Advisory, is a Wellcoaches® Certified Health and Wellness Coach, health advisor, advocate and practicing emergency physician.

Dr. Scott serves leaders, executives and their families. She helps clients answer two core questions:

- **What is the value of health and wellness for your family?**
- **How can wealth be used to enhance & preserve the health and overall wellbeing of each family member?**

Dr. Scott’s Strategic Executive Wellness Coaching helps individuals grow into experts and leaders of their own well-being by encouraging deep thinking and self-discovery to achieve of optimal physical and emotional capacity. She helps executives learn to leverage innate abilities to manage personal health like a Fortune 100 company; focusing on growth, innovation, crises management and risk management.

As an advocate, Dr. Scott ensures families get the best of care, particularly during critical times when it matters most. Her consultancy, The Scott Advisory, also works over the long term, helping families build a solid platform (Fortified Family Health Charter) for cohesion, a shared understanding of the link between sustainable personal health and the families values and mission. The Charter incorporates High Reliability Science, helping families establish a culture of safety, active risk reduction and attainment of the benchmark of zero preventable harmful events.

Dr. Scott also educates through Health Conversations at family meetings, addressing challenging family issues such as genetic disease, addiction, chronic disability (children and adults), brain disorders and end of life decision making.

Dr. Scott also provides keynote presentations for corporate events and leadership retreats. Clients include: Morgan Stanley, UPS, Oracle, McDonalds, Discovery Channel, Barron’s, Johnson & Johnson, Kimberly Clarke, Professional Business Women of California and Working Mother 100 Best Companies. She has spoken at the Governor’s Conferences for Women in California, Pennsylvania, Texas and Florida.

As a thought leader in stress management and wellness, she created the concepts; BestStressZone™, MindPause™, The CEO Model of Wellness™ and S.M.A.R.T. Thinking™. Her insights have been covered in the Wall Street Journal, The Washington Post, SELF, FastCompany,
“O” magazine and Huffington Post. Her latest book, *Fortified Family Health: A Briefing for Women*, is available at Amazon.com and other major retailers.

She is a practicing Board Certified Emergency Physician and Health Educator trained at Johns Hopkins University where she served as Assistant Chief of Service. She is also Board Certified in Internal Medicine, trained at Duke University. Dr. Scott is a founding fellow of the Institute of Coaching Professionals Association, and recipient of the Educator of the Year Award from the National Association of Women Emergency Physicians. She is married to Alex Scott, MD, and is the mother of two sons, Kade and Douglas.
Katherine Tulpa

Katherine is a pioneering board-level CEO, Executive and Top Team Coach who works with global leaders. As founder of Wisdom8 and founding chair and CEO of the Association for Coaching (AC), Katherine is a leading authority within her field, as well as a speaker, author, and coach mentor.

She is committed to raising the game of today's global executive, and in turn business, with a purpose to create greater societal impact through Coaching. Her international business background as a board-level executive, entrepreneur, and coach to leaders and multi-cultural teams with global remits, equips her to support this change.

Katherine is co-author in "Excellence in Coaching", "Diversity in Coaching" and most recently, "Leadership Coaching" (Kogan Page), and serves on the International Editorial Board for "Coaching", an evidence-based coaching journal published by Routledge.

She was named "Coaching/Mentoring Person of the Year" by Coaching at Work and is recipient of two AC Honorary Awards for "Influencing the Coaching Profession" and "Impacting the Coaching Profession". Her ongoing research involves looking at the success factors for effective, multi-cultural boards, and foremost applying this practically in her work with CEOs and top teams.

As a coaching consultant, she advises organisations on building coaching capability across multi-cultural environments, is a frequent speaker on "global coaching", and a guest lecturer for the Masters in Coaching Psychology programme at UEL in London.

Katherine also leads the coaching faculty for the Marketing Academy, a charity involving 45 professional coaches gifting their time to develop the leaders of tomorrow, from Gen Y through to board-level executives, preparing to be CEO.

Specialties: CEO/Board/Top Team Coaching, Cross-cultural Coaching, Strategic Thinking, Influence and Impact; Authentic Leadership, Resilience, Personal Branding, Coach Supervision and Assessment; Board Facilitation; Executive & Corporate Wellbeing.
Brian Underhill

Experience/Background

Brian O. Underhill, Ph.D. is an industry-recognized expert in the design and management of worldwide executive coaching implementations. Brian is the author of Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders (Berrett Koehler: 2007). He is the Founder of CoachSource, the world's largest executive-coaching provider, with over 1,000 coaches in 43 countries, and the Alexcel Group. Additionally, he previously spent 8 years managing executive coaching operations for Marshall Goldsmith. Brian's executive coaching work has successfully focused on helping clients achieve positive, measurable, long-term change in leadership behavior. He has also helped pioneer the use of “mini-surveys”—a unique measurement tool to help impact behavioral change over time.

Brian's next article on Microsoft's coaching program will appear in the forthcoming "Coaching For Leadership, Third Edition". He is an internationally sought-after speaker, addressing The Conference Board, Linkage, and regional ASTD, SHRM HRPS, PCMA events. Brian resides in Silicon Valley where he plays soccer, plays music as a worship leader and spending time with kids Kaitlyn (14) and Evan (11).

Clients

Acushnet, Agilent Technologies, American Express, Allstate, AT&T, Babycenter.com, Biosense Webster, Bombardier Aerospace, Cadence Design, California Public Employees’ Retirement System (CalPERS), California State Automobile Association (CSAA), Callaway Golf, Dell, Eli Lilly, Federal Aviation Administration, James Hardie, Johnson & Johnson, Kodak, KPMG, Labatt Breweries, Las Vegas Metropolitan Police Department, LifeScan, Lucent Technologies, Lutheran Brotherhood, Marathon Petroleum, McNeil Consumer Products, MGM/Mirage, Microsoft, Motorola, Neutrogena Corporation, Nortel, Sony, Southern California Edison, Tribune Company, and Unum. Some of Brian’s non-profit pro-bono work has benefited the Drucker Foundation, the Josephson Institute of Ethics, the Journey Church, National Urban League, St. Vincent de Paul Village, World Vision and the Union Rescue Mission.

Education/Trainings/Certifications

Brian has a Ph.D. and an M.S. degree in organizational psychology from the California School of Professional Psychology (Los Angeles) and a B.A. in psychology from the University of Southern California. Brian holds Advanced Certification in the Goldsmith Coaching Process. He is a Founding Fellow of the Institute of Coaching Professional Association at McLean Hospital - a Harvard Medical School affiliate.
Philipp D. Werenfels, PhD is the Founder of Holympia GmbH where, inspired by the Olympic spirit and a holistic approach to business, he unlocks the power of your potential. The Swiss-born consultant guides executive talent worldwide to championship level performance with your teams and organizations so you can start creating your ideal future today.

To contact Philipp D. Werenfels and learn more about unlocking the power of your potential, please visit Holympia.com.

Specialties:

- versatile interpersonal skills unlocking the best in people

- extensive international work experiences advising teams embrace diversity

- strong visionary & strategic skills empowering individuals and organizations to achieve sustained increase in performance
Richard Winters

Dr. Richard Winters is a professional and executive coach for physician leaders. His clients are department chairs, managing partners, medical directors, chiefs of staff, and senior physician executives.

Dr. Winters is an experienced physician leader who has served as medical staff president, managing partner, department chair, and CEO of a large independent practice association. He is a board-certified, residency trained emergency physician.

Richard attended Mayo Medical School on full-tuition scholarship. He completed his residency training in Emergency Medicine at the University of California, San Francisco at Fresno.

Dr. Winters holds a Healthcare Management Executive MBA from the University of Texas at Dallas and UT Southwestern Medical Center. He graduated from the University of Texas at Dallas Executive and Professional Coaching Program and is an International Coaching Federation certified coach.

Richard is 45 years old and lives in Fresno, California. He is the Chief Stadium Physician for Fresno State Bulldog football games. He lives with his wife (a surgeon) and two daughters. They have 9 chickens, 1 German Shepherd, and a couple of fish who “look like they are sleeping.”
Marie-Louise Zollinger

Marie-Louise Zollinger is an experienced Executive Coach and Facilitator of Organizational Change in international multicultural business environments. She has extensive consulting experience in facilitation of change processes of global organizations and leadership coaching with C-level executives. She founded her own company Newsight Consult AG in 2001 and works independently in alliance with selected partners locally and internationally.

She brings an outstanding 25 year track record in fast moving consumer goods in food and non-food sector with Unilever to her work with profound experience in marketing, sales and communications through local and international assignments.

Her passion is facilitating transformational sustainable change for people and complex organizations. She works with leaders and teams to enable the creation of inspiring visions, developing competitive strategies and setting the operating framework for successful implementation through focus, alignment and clear leadership communication.

Marie-Louise is passionate, creative and she uses her strong analytical and conceptual, skills for effectively simplifying complexity. Her clients range from Fortune 500 multinationals to startups where leadership and alignment for focus are a priority.

She holds an MBA from Wake Forest University, Graduate School of Management, USA, and lives with her family in Switzerland. She loves travelling the world and enjoys watersports.