



C H A N G E W I S E

WHO'S WHO

Leadership Agility Coaching Workshop

Fall, 2020

Presented by:
Bill Joiner & Debbie Whitestone
ChangeWise, Inc.
www.changewise.biz

Workshop Participants



Phillip Brooks

President

Fresh Potential LLC

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After a lifetime in leading businesses and discovering cultures around the world, Phillip is focused on bringing more understanding, accomplishment, and joy into the world through coaching.

He helps clients discover their fresh-potential with customized life coaching, leadership coaching, and resilience training using the Hudson Institute of Coaching Methodology along with the clinically researched insights into reducing stress with the “Resilient Option” method. He is passionate about helping individuals and businesses unlock their fresh-potential, by finding purpose, and accomplishing their goals through new growth and resilience.



Frans Campher

CEO

Integral Leadership Dynamics Ltd

Surrey, United Kingdom

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As a trusted partner to senior leaders and their teams, Frans has had the privilege to work with global organisations such as Anglo American, Atkins, Biogen, Cabinet Office, Citibank, Deloitte, Imperial College, GSK, Johnson & Johnson, Dell, Red Hat, Sanofi & Takeda. As a sought after & experienced executive coach, working with executives and senior leaders at the highest level, he brings over 35 years of senior strategic, operational & entrepreneurial leadership experience as a Chairman, CEO & International Board member. He loves to travel to remote locations where I enjoy salt-water fly fishing and is a voracious reader.

Integral Leadership Dynamics works with businesses, teams & leaders - determined to reach their full potential. They believe in building long term, close-knit partnerships that span years, or even decades of growth and success. Their work is global. They handle international, multi-cultural and multilingual projects using a team of indigenous coaches and trainers.

**Dana Carman**

Coach

Dana Carman Integral Consulting

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Since 1986 Dana Carman has been a pioneer in developing and delivering transformational and developmental coaching, consulting and leader development approaches to executives, managers and consultants globally. Dana has deep experience in the healthcare sector working in North America and Australia, helping his market leading clients flourish in the face of increasing complexity.

Since 1996 Dana has "road tested" Integral and developmental approaches to dozens of organizational change efforts, developing an experiential model based on what works. Working from a developmental, action research approach, Dana assists clients in navigating their biggest real world challenges while moving through personal and professional transformation in a unique and personalized way. Dana's brand of Leader Development integrates action and learning simultaneously. Dana is at his best when new capacities are needed in order to achieve results that appeared unattainable heretofore.

Dana spends time almost every day in the natural world. He brings his joy and connection to nature into his work in unique and practical ways, including leading executives on Integral Journeys, that integrate both wilderness and urban adventure in service of organizational innovation and transformation.

**Jodie Charlop**

Managing Partner

Exceleration Partners

Atlanta, GA, USA

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Jodie works with both emerging leaders and senior executives (SVP to C-suite) across the globe but home base is Atlanta and New York. She especially enjoys working with leaders who are transforming from "producer" to leader because it's the powerful turn in creating your leadership brand.

In addition to serving clients across a broad industry spectrum, she developed the Emory Alumni Association's first career coaching program and continues to serve as Career Adviser and Coach to 10+ year professionals and an advisor to building a strong vibrant pipeline and network for top women leaders.

Just a few areas of expertise

Leadership Awareness, Identity, Story

Emotional Intelligence

Building Political Savvy and Organizational Resilience

New Leader Onboarding (The Critical First 100 Days)

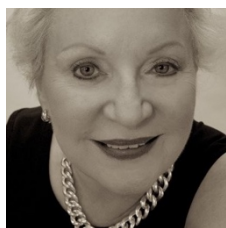
Career Strategy

Partnerships- Stakeholder Influence

Conflict Management

Change Leadership

Role Model Teams

**Marion Estienne**

Owner

3sixtyglobal

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Marion has 15+ years of international business experience in the fields of leadership and teams, the global mindset, and organizational learning and development. She practices consulting, multi-modality training and facilitation as well as executive coaching under the name 3sixtyglobal, to reflect the importance of developing talent in companies that need to meet the challenges of an international economy. 3sixtyglobal creates and delivers business value by aligning the design and execution of learning engagements to business priorities. We can demonstrate success in helping leaders make sustainable, transformational change.

Her focus has been and remains the encouragement of a growth mindset among her clients. This is essential in what two MIT authors have termed, 'the second machine age.' As well, it was one of her conclusions for success in the 21st century as a result of interviewing thought leaders on her radio show, Present Tense, Future Perfect, on the Bold and Brave Media Network. The other two are the need for collaborative leadership in organizations and for agile or vertical leadership development.

She is a graduate of an ICF accredited program in Executive Coaching from the Hudson Institute of Santa Barbara, she is currently a delegate in the Coaching Supervisory Academy program, which develops coaching supervisors.

**Kristina Hagström**

Managing Partner

Gaia Leadership

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Kristina has always been interested in neuroscience and psychology, how her behaviour affects people around her and how she is affected by others. She is an experienced senior leader and leadership consult. More than 20 years in leading sales management roles; sales Director in large global organisations and MD for a start-up Telco in the UK. Her work prior to her consultancy career, showed her what it means to build healthy organisations and teams. Her experience has taught her that long-term, sustained transformation comes from mutual support and growth between the organisation and the individual.

In a world becoming increasingly complex and which is changing really fast, our ability to lead in relation to the whole, is the most relevant leadership. This is regardless of whether you are an employee or a manager. Through increased awareness and presence, the ability to move between different perspectives, to lead and manage different interests, to build strong teams, to create and develop relationships.

She has experience working internationally from her time in Scandinavia, the US and the UK. Areas of expertise:

- Design and deliver leadership programs at an executive level
- Sales and Business development
- Strong track record of change management
- Develop and align teams with a shared vision and ownership
- Embrace organisational culture and collaboration
- Strategic planning and organisational design
- Board level work

**Eadine Hickey**

Leadership Coach

Resonate Leadership

Dublin, Ireland

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Eadine Hickey Coaching delivers solutions to harness people potential within organisations with a focus on delivering business results. Programmes are tailored to meet the business need.

- Leadership Coaching (1 -1 with Executives and High Potential Programmes)
- Executive On-boarding
- Organisational Change (Coaching through Change)

She is passionate about helping people develop their capacity for leadership to deliver increased value to their teams, organisations and society. At all times she endeavours to be 'purpose driven and values led' (a phrase I have borrowed from Harish Manwani the COO of Unilever).

Eadine is an accredited coaching professional with 20 years experience in consulting (Accenture), financial services (General Electric and IFG) and leadership coaching. Whilst working at board level, she had responsibility for Operations, HR and IT as well as significant experience of leading change initiatives. She has an undergraduate degree in Actuarial and Financial Studies, an MBA as well as a postgraduate diploma in Business and Executive Coaching. In 2012, she attended the 'Art and Practice of Leadership Development' at the Harvard Kennedy School of Government and this has significantly altered how she works.

Eadine believes in corporate social engagement. For every new corporate coaching client gained, Eadine Hickey Coaching allocates pro-bono hours to a fund, to deliver values based leadership development programmes in schools or coaching to community-based youth organisations.

**Kimberly Jackson**

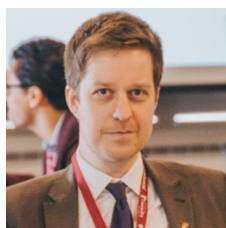
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At CKI, Kimberley provides consulting, coaching, and leadership development programs. Her consulting solutions focus on strategy, innovation, and human capital. As a coach, she cultivates agile leaders, teams, and cultures. She is a Business Advisor, Management Consultant, Executive Coach, and Leadership Development Expert with over 25 years of experience in strategy, innovation, human capital, organization development, and talent management. In her early career, she concentrated on climbing the corporate ladder and successfully rose in the leadership ranks within the financial services industry. Her team launched the second corporate university in the United States and co-created Individually Scheduled Tests and Results (ISTAR) with a talented group of educators, trainers, and computer engineers. She is a pioneer in online learning and was instrumental in creating the Georgia Distance Learning Association. Taking the advice of her mentor, Stephen R. Covey, she left Corporate and launched a consulting practice to focus on establishing corporate universities for Fortune 500 companies. She is a frontrunner in the coaching industry and founding member of the International Coach Federation, Coachville Institute - the schools of coaching.



Tristan Khaner

Director, Office of Dean & Faculty Operations
Concordia University
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As a director of operations, strategic leader and development coach, Tristan demonstrates highest value when he is relied on as a partner in strategy development & implementation. In leadership roles with the latitude to enhance efficiency & team collaboration, he has excelled over cycles of transformative change.

Quantitative lens + development-centered leadership = unique perspectives + skilled capacity to optimize short and long-term results

Cultural bridge: experienced across countries (almost 30 across Europe, Asia, Middle East, N.America), and organizations (private, public, core business, central services, teaching, non-profit, entrepreneurship, risk management). That means he builds partnerships with a variety of stakeholders creating value through collaboration and understanding



Kerstin Lilje Brinck

Partner
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Kerstin is a Leadership and Organizational developer, coaching teams and individuals to become more agile at Gaia Leadership.



Evan Miller

Co-Director
Pathways Retreat
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Energetic, empowering, visionary leader with a strong track record of getting results.

Strength-based collaborator who identifies and releases the positive, life-giving impulses within a group.

**William Perkins**

Chief Master Sargent
177th Fighter Wing
United States Air Force
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William is a seasoned leader who has made it a life's journey to grow and develop vertically, meaning developing habits, mindsets, and capacities to bolster my knowledge, skills, and competencies. Not only has he enhanced his capacities but it has been his mission to grow others as leaders in his role as a mentor and coach.

In his efforts of developing my postconventional mindset, he has achieved so much in my personal and professional life by following these simple concepts:

- Follow a strong moral compass, with "Integrity" as your true north
- The "M" in Mentor represents "modeling;" lead by example!
- Two of the greatest leadership attributes are empathy and humility
- Don't be selfish; share your leadership
- Empower your people; they're the experts
- Be reflective; see the forest and the trees with a multiperspective lens: intentionality, strategies, actions, and results...what was your action logic?
- Intelligence is a great leadership attribute; however, a higher degree of emotional intelligence will help you optimize human and social capital
- Embrace diversity; everyone brings something to the table; win the war on talent!
- While identifying a root cause to a problem, five-Whys isn't enough; If you haven't made your way to the cultural issue, ask the sixth "Why?"
- Plant the seeds! Being a vertically developed leader is about cultivating postconventional development; be someone else's catalyst or trigger for development

**Simon Roberts**

Management Consultant, Agile and Lean Coach,
Certified Scrum Trainer® and Scrum@Scale® Trainer
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Simon helps organizations to cultivate their business agility so that they can respond with resilience in a changing environment. This involves supporting leaders and teams as they start and continue their journey with agile through training, coaching and mentoring.

He coaches and trains primarily in Europe, in German and English. His clients are in various industry sectors, including telecommunications, audio engineering and financial. He draws on tools and models from professional change leadership, systems thinking and systemic coaching.

**Andy Satter**

Owner
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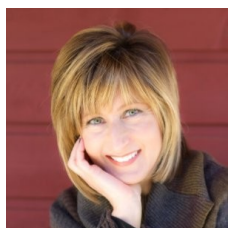
Andy Satter has 22 years experience coaching leaders in the areas of authentic leadership, strategy implementation, and goal setting in financial services, advertising, automotive, beauty, media, technology, biotechnology, pharmaceuticals, power, and not-for-profits. His clients include JP Morgan Chase, HBO, Ogilvy & Mather, Meredith Corporation, IBM, Mercedes-Benz, American Express, Citigroup, Celgene, Lufthansa, and Chubb, among others. Andy works with clients who wish to hone their ability to effectively lead, influence, resolve organizational as well as interpersonal conflict, and to successfully stretch into new and highly visible roles. He's pragmatic and inspirational, and his engaging and supportive but direct style has helped many executives successfully advance their careers. Andy has co-authored two white papers on mentoring entitled: "Building the Leadership Pipeline in Corporate America – Why Smart Companies Should Use Mentoring As Part of Their Talent Management Strategy"; and "Why Don't More Senior Leaders Mentor? And How They Are Mortgaging Their Company's Future in the Process." Andy co-founded a successful start-up after college and subsequently worked as an account manager at Ogilvy & Mather. He was an affiliate for best-selling author Peter Block and creativity pioneer Ned Herrmann prior to becoming a coach. Andy graduated with a BS in psychology (magna cum laude) from Boston College.

**Torbjörn Skymning**

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During the last 13 years in Gaia Leadership, Torbjörn has been working on a number of transformation-projects in both the private and the public sector and also with leadership programs and management teams. He says:

"I've stopped counting long ago but I guess I've coached more than 700 leaders throughout the years. Often the coaching is focused on leadership questions such as transformation, change, speed, innovation, teams and management teams, life-work-balance etc. My clients include senior executives, middle-management and young talents. For me, coaching is about creating a safe space where you as a leader can explore your questions and where we together can be creative around how to move forward according to your values and your those of your organisation. You can view coaching as a great way to strengthen your most important asset – your brain. Your brain is fantastic and when you learn how to learn – amazing results will come."

**Jenna Stoliker**

Founder

Center for Conscious Leadership

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Jenna is passionate about helping leaders increase their self-awareness and deepen their connections with others so they may have a positive impact in their workplace and community. She has cultivated her natural ability to see what's going on beneath the surface. In doing so, she is able to see connections between seemingly unrelated things and use that knowledge to help leaders grow and develop. As a result, they experience more joy, recognition, and advancement.

By using practical tools to cultivate authentic communication and develop emotional intelligence, she helps leaders navigate the challenges that inhibit creativity, collaboration, and innovation. Additionally, organizations and communities benefit by experiencing higher performance and increased productivity.

Here are some of the results she has been able to help others achieve:

Designed and implemented a Leadership Development Curriculum to align the organization's values with the leader's skills and competencies. Net Results: 49% reduction in voluntary quits, \$2 Million savings in turnover costs, and increased employee satisfaction.

Implemented a Mentoring program for high-performing/high-potential employees. Net Results: 40% increase in high-performer retention rates resulting in a productivity gain of \$269,841 in the first year.

Coached high-performing leaders through a customized leadership program. Net Results: 25% of participants promoted to greater leadership roles within 12 months.

Specialties: Leadership Coaching, Leadership Development, 360 Assessments, Organizational Development, Change Management, Succession Planning

**Maike Stolte**

Founder

Inbody Coaching and Training

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Maike's mission is to support companies and individuals to engage creatively at work for a sustainable and motivational work environment. She is an ICF certified Coach (PCC), NLP Practitioner and body-centred Gestalt therapist, who has worked with companies and individuals alike to gain more clarity, direction and motivation in work and life. Areas of expertise include:

- Agile Coaching - for teams and leaders that face current challenges of business transformation: I accompany teams by teaching agile principles and working with agile frameworks combined with Team Coaching & Training.
- Leadership Training - for companies that want to invest and accelerate their teams of managers and people influencers aligning company values with team spirit. Hands-on, practical training to fast forward to an inspired work culture.

- Executive Coaching - for companies that want to invest in individuals such as managers, directors and CEOs, in order to improve leadership skills, employee engagement and effective stress management.
- Life Coaching & Gestalt Therapy - for someone who is looking to feel better with him or herself in terms of self-esteem, learn how to self motivate and find the right balance in life and at work.



Kari Uman

President

Uman Resource Associates

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Kari specializes in helping newly promoted female leaders or women who want to become senior leaders transition in their new positions with increased presence, political savvy and confidence in order to be more effective leaders. She helps them become aware of self-limiting behaviors and attitudes, create a more positive self-image, explore the myths and beliefs that are undermining their effectiveness and develop both behaviors and strategies that enhance their success.

She also helps people figure out what their life's purpose is and work with a diverse clientele (with a focus on Baby Boomers) to manage transitions to new positions and new stages of life. Her framework is on deepening one's Spiritual Growth and learn how to turn their life's purpose into their life's work.

As an accomplished executive coach, organizational and change management consultant, trainer and facilitator, she has provided coaching and consulting expertise in corporations, federal agencies, non-profits, universities, and the Intelligence Community.



Denise Wolf-Hill

Enterprise AgileCoach

Deloitte Consulting

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Denise is an innovative & successful coach and thought leader who loves helping other agile coaches on their development journey. She has a lot of letters after her name for folks interested in those kinds of things: ICAgile Certified Professional (ICP), ICAgile Certified Agile Team Facilitator (ICP-ATF), ICAgile Certified Agile Coach (ICP-ACC), ICAgile Authorized Instructor, Certified Scrum Professional (CSP), Certified Scrum Master (CSM), Certified Scrum Product Owner (CSPO), and SAFe Program Consultant (SPC)

She effectively builds and strengthens partnerships across organizations to drive adaptation, acceptance and evolution by teaching an agile mindset, lean entrepreneurship, continuous improvement, and engineering best practices to create anti-fragile relationships and organizations.

Extensive experience with digital content and interactive solutions (web, mobile, and desktop apps) as well as sales compensation and front office sales systems. Experience includes Digital Strategy, Marketing, Corporate Communications, Sales Compensation, Sales Operations, Information Technology Operations, and Finance teams, with life sciences, oil & gas, brokerage, energy delivery, food distribution, sustainable agriculture, and technology, media, & telecommunications industry experience.

Workshop Leaders



Bill Joiner

Principal

Changewise, Inc.

Concord, MA, USA

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Bill Joiner is a seasoned leadership expert and organizational change consultant, with 30 years of experience completing successful engagements with companies based in the US, Canada, and Europe. He is co-author of the book **Leadership Agility**, and co-developer, with Cambria Consulting, of the **Leadership Agility 360**, the only online feedback instrument that assesses research-based levels of leadership agility. Bill speaks about leadership agility, partners with senior leaders in developing high performing teams, creating breakthrough strategies, leading organizational change, and redesigning business processes. He also provides leadership workshops and custom-designs and implements action learning programs. He is also the designer or co-designer of most Changewise consulting and training services. For nine years, Bill served as an adjunct faculty member for the Leadership for Change program at Boston College.

He has a BA and MBA from Southern Methodist University and earned his Doctorate in Organization Development at Harvard University.



Debra Whitestone

Principal

Changewise, Inc.

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Debbie Whitestone came to Changewise with 30 years of experience as a change agent, working in and with business, government, and “third sector” service organizations. A seasoned leadership coach, consultant, and facilitator, she brings skilled attention to both process and results, as she works with clients to develop creative solutions to serious problems. She employs a systems perspective and especially enjoys working with clients to foster constructive communication, understanding, and collaboration across boundaries, whether between teams, organizational functions, or professional disciplines.

As a Changewise principal, Debbie is active in sharing the developmental Leadership Agility framework and related services with leaders throughout the world. She was a co-developer of the Leadership Agility 360 and co-designed and co-teaches ChangeWise coach training programs including the Leadership Agility 360 Coach Certification training and the companion Developmental Coaching workshop, as well as the Leadership Agility Change Lab for managers.

Debbie has a BA in Psychology from Brandeis University; an MSW from New York University; and a Doctorate in Administration, Planning, and Social Policy/Applied Social Sciences from Harvard University. She was a post-doctoral research associate at the Harvard Business School where she researched and wrote business case studies. Her case on People Express Airlines has been a best-seller for over 30 years.

Administrative Support – Linda Smith

Executive Assistant

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