

As an Executive Coach and Consultant, Joanne works with leaders who are stepping up to a new level of leadership and need to think and act strategically to gain greater success for themselves and their teams. With over 25 years of business and human resources experience, Joanne's direct and collaborative style supports her clients in creating noticeable and lasting change and success.



Joanne Derr

Executive Coach

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COACH'S OVERVIEW

Joanne clients achieve results and sustained behavior change. She works effectively to on-board new leaders to improve time to productivity, develops high potential leaders who achieve their next level career goals, and manages 360° feedback processes so that executives become aware of their strengths and areas of development.

In addition to individual executive coaching Joanne also works with teams. She is sought after by presidents and executive directors who want to achieve better business results and break down silos. Using actual business goals, together they identify the skills needed that will help the team personally connect and propel them forward, teaching and practicing new skills in a safe environment.

Through her signature coaching process and a variety of assessment tools, a client first becomes aware of their strengths and obstacles to changing desired behaviors, and then understands why and how those behaviors have impacted others and has served the leaders well in the past. Only then does she and the client move to action, defining specific skills and behaviors that the client wants to learn or change through coaching.

People hire Joanne for who she is. Clients report a coaching experience that is exciting, powerful, honest, funny, authentic, eye-opening, and action oriented that changes behavior and moves them forward to achieve more than they ever expected.

Areas of Expertise

- ◆ Executive Coaching
- ◆ New Leader Onboarding
- ◆ Executive Presence

Levels Coached

- ◆ C-Suite
- ◆ Senior VP and VP
- ◆ Executive Directors

Industry Experience

- ◆ Biotech and Pharma
- ◆ Universities and Research
- ◆ Healthcare and Insurance
- ◆ Engineering and Information Technology
- ◆ Manufacturing
- ◆ Not-for-Profits

Professional/Corporate Experience

- ◆ Vice President of HR, Care.com
- ◆ Vice President of HR, Neighborhood Health Plan
- ◆ Associate Vice Chancellor of HR, University of Massachusetts Medical School
- ◆ M&A Consultant, Cisco Systems
- ◆ Director of Worldwide Leadership Development Strategy, Nortel Networks
- ◆ Director of Internet Telecom Business Unit, Bay Networks

Certifications and Training

- ◆ Bates Executive Presence Index (ExPI)
- ◆ Benchmarks 360, CCL
- ◆ Myers Briggs Type Indicator, CPP
- ◆ TypeCoach™
- ◆ First 90 Days Acceleration Coaching
- ◆ International Coach Federation, Certified Professional Coach
- ◆ Institute for Professional Excellence in Coaching (IPEC)

Membership and Service

- ◆ The Boston Club
- ◆ Babson Coaching for Leadership Teamwork Program
- ◆ Human Resources Leadership Forum
- ◆ Northeast Human Resources Association
- ◆ Senior HR Leadership Network
- ◆ New Talent Management Network
- ◆ Torchlight Care, Board Member

Education

- ◆ MS, Vocational Counseling, Boston University
- ◆ BS, Special Education, Boston University