

Anne Fulginiti, Leadership and Career Coach



About Anne ...

Anne is a certified professional coach, management consultant, and experienced talent and organizational leader, who coaches and consults to professionals and leaders to help them achieve their development and career goals. Throughout her career, Anne has been passionate about working one-on-one with individuals to help them maximize their performance, realize their potential, find fulfillment and be their best selves.

Anne started her career as a management consultant and organizational effectiveness leader, working with businesses going through transformational change to enhance the effectiveness and efficiency of organizational performance. She has partnered with client leadership to design organizational structure, define roles, place talent and address cultural and change management issues, utilizing engagement surveys, focus groups, and communication strategies and plans.

In her talent management roles and consulting, Anne works closely with leaders and managers to help them create and implement talent strategies and plans, provide feedback to and manage the performance of their teams, and assess and improve the engagement and morale of their organization. She coaches leaders on their own leadership skills through interpreting and actioning 360° assessment results, assessing career options, and creating and executing development plans focused on strengths and development opportunities.

Anne coaches professionals in a wide range of functions about their careers, helping them to understand the work they are passionate about, assess their interests and career possibilities, work through career or job transitions, implement effective job search activities, and create and follow their career/development plans. She facilitates networking groups and conducts workshops on career development and job search strategies.

Throughout her experiences, Anne has been a trusted coach, manager, mentor and advisor, successfully building high performing, integrated, collaborative and motivated teams. Anne has a deep understanding of and appreciation for both the employee and leader points of view in transitioning through and succeeding after a significant business or job change which she leverages in her coaching and consulting.

Anne received an MBA from Harvard Business School and a B.S., magna cum laude, in Psychology and Computational Mathematics from Tufts University.

Anne enjoys spending time with her family, friends and golden retriever on the outer Cape.

Professional Experience

- Founder, Sealight Coaching and Consulting LLC
- Career Coach/Consultant, Lee Hecht Harrison
- VP, Talent Management, Agero
- Organizational Development & Talent Management Officer, Sun Life Financial
- AVP, Organizational Effectiveness & HR Client Delivery, Sun Life Financial
- VP, Management Effectiveness, Fidelity Investments
- Director, Corporate Learning & Communication, Tufts Health Plan
- Principal/Partner, Organizational Alignment Practice, Mercer Management Consulting

Certifications and Tools

- Certified Professional Coach (CPC), Institute for Professional Excellence in Coaching (iPEC)
- Energy Leadership Index Master Practitioner (ELI-MP), iPEC Coaching
- Lominger Voices 360° Assessment
- Myers-Briggs Type Indicator (MBTI) Step I and Step II
- Strong Interest Inventory
- Strengthsfinder
- Thomas-Kilmann Conflict Mode Instrument

Professional Associations

- Institute for Professional Excellence in Coaching (iPEC) Community
- International Coaching Federation (ICF) New England
- Senior Human Resource Network (SHRN) – Group Moderator and Board Member
- Human Resource Leadership Forum (HRLF)
- New Talent Management Network (NTMN)
- Harvard Business School (HBS) Alumnae Circles