

JOEL F. ANDREWS, PCC, NCC, MS

Leadership And Executive Coaching

Leadership Insight LLC

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Coach's Overview:

Joel has diverse experience as a leader and coach across a broad spectrum of sectors and organizations including Federal Government (SES Level Clients at DOT, FAA, Intelligence, Education, Defense/Military and Contracting) Financial Services and Banking, Healthcare, Education, Multi-media, Consumer Products, Hospitality and Restaurant, Manufacturing, and Specialty Chemicals. He has performed in both line and support roles and has built a reputation as a strategic leader and trusted Coach who guides individuals and teams through challenging transitions by helping them deepen their insights and self-awareness, build new practices, and excel through better leveraging their unique talents, strengthening key relationships, and improving collaboration, innovation, and sustained high performance.

Joel brings significant organizational coaching experience to his work:

- Coached senior executives/leaders and their teams in conjunction with participation in Leadership Development programs and Strategic/organizational planning initiatives.
- Built and implemented high potential (HIPO) and emerging leader processes and tools and coached executives in stretch roles for succession planning as both an internal and external coach/consultant.
- Worked with young professionals in leadership and team/relationship dynamics as they navigated through stretch roles and rotational assignments as part of assimilation.

Prior to developing his Coaching business Joel excelled in roles as a Sr. HR and OD leader in a Fortune 100 Financial Services and Banking Company, and in a Fortune 50 Consumer products company. In addition to supporting multiple LOBs as a lead HR consultant, he developed and delivered comprehensive leadership development programs in support of realigning strategy and resources, and in building bench strength.

Areas of Expertise:

- Line management and full P&L responsibility
- Executive / Leadership Coaching - Transition/Assimilation and Top Performance
- Succession Planning - Leadership Development for High Potentials and Emerging Leaders
- Organizational Dynamics and Change Leadership

Client Types/Levels of Experience:

- CEO – President / Owner - Leadership Team
- SES, SVP – EVP – MVP -VP – Sr. Director - Director

Industry/Functional Experience:

- Financial Services & Banking / Healthcare / Consumer Products / Media / Government
- Human Resources / Organization Development / Customer Relationship Management
- Understanding and navigating complex organizations

Representative Clients:

- Capital One
- PepsiCo/YUM Brands
- National Geospatial Intelligence Agency (NGA)
- Department of Transportation (DOT)
- US Merchant Marine Academy
- United Healthcare International
- Chrysler
- Mylan Pharmaceuticals
- Norfolk Southern
- USAF
- Altria
- Baxter International/Caremark
- Media General

Cultural/Multi-National Experience:

- Coached multi-cultural clients, and across all demographics (Race, Gender, Age, etc.)

Professional/Corporate Experience:

Served across U.S. in very diverse organizations in HR, Organizational Change and Development Leadership, Customer Relationship Management, and as an internal and external coach/consultant.

- Founding Partner, LLC in Coaching and Trust Dynamics
- Sr. Management Development Consultant, Capital One
- Director Customer Support Services, Calgon Corp.
- Southwest Zone Director HR, Taco Bell Corp.

Education:

- B.S., Economics, University of Wisconsin - Madison
- M.S. Industrial Relations, University of Wisconsin – Madison
- Managing Individual and Organizational Change, University of Virginia – Darden Graduate School

Professional Affiliation:

- International Coaching Federation

Certifications:

- Adjunct Executive and Leadership Coach – The Center For Creative Leadership
- PCC (Professional Certified Coach) International Coach Federation
- Newfield Coaching and Organizational Learning – Certified Coach
- Leadership Coaching, Georgetown University, Wash D.C
- 360-By-Design/Benchmarks / WorkPlace Big Five
- Lominger's
- MBTI/Personalanalysis/Working Styles/DISC
- FIRO-B
- ISI, Influence Style Indicator

Notables:

- Symposium speaker at *2013 Authentic Leadership Conference*, Charlottesville, VA.
- Military Veteran: Active duty enlisted service in USAF / h Honorably Discharged