



Vanessa brings more than three decades of senior business and C-suite experience to her work as an executive coach. Having served as Chief Financial Officer, Chief Human Resources Officer and Chief Operating Officer across finance, professional services and complex operating environments, she combines strong commercial and financial acumen with a deep understanding of people, organizations and what it takes to lead effectively at scale.

EXPERIENCE

Vanessa brings particular credibility to her work with senior executives and CEOs because she understands first-hand the realities of leading complex organizations: balancing competing priorities, navigating stakeholder expectations, engaging large teams and delivering results through others. Her unusual breadth of experience across finance, people leadership and operations enables her to quickly understand both the business context surrounding a leadership challenge and the organizational dynamics that may be contributing to it.

She coaches senior leaders to increase their effectiveness, strengthen their executive presence and translate leadership intent into consistent impact across their organizations. Her work frequently focuses on the challenges senior leaders face as the scale and complexity of their roles increase: leading effectively through multiple layers, creating alignment and accountability across large organizations, building high-performing leadership teams, navigating complex stakeholder environments, and ensuring their leadership has impact well beyond the people they interact with directly.

A perceptive listener with strong business instincts, Vanessa quickly gets beneath the surface of a leadership challenge to identify the patterns, behaviors and assumptions that may be limiting an executive's effectiveness. She combines candor and challenge with warmth, humor and empathy, creating an environment in which senior leaders can examine difficult feedback without becoming defensive and turn insight into practical action.

Her warmth, directness and ability to build trusted relationships are hallmarks of her coaching style, particularly with highly experienced executives who value a coach who can both understand their world and challenge their thinking.

EDUCATION, QUALIFICATIONS, PROFESSIONAL MEMBERSHIPS

- Individual Team Coaching Accreditation (ITCA), Global Team Coaching Institute
- Professional Certified Coach (PCC), International Coach Federation
- Professional Level Coach (EIA), European Mentoring & Coaching Council
- Accredited/Certified Facilitator in: DiSC, EQi-2.0 & EQ 360 Emotional Intelligence
- The Five Behaviors, Hogan & Hogan 360, Neethling Brain Instrument (NBI)
- Predictive Index (PI), The Leadership Circle Profile (LCP), Global Leadership Profile
- Professional Executive & Organization Coach (3CP), Columbia University, Teachers College
- Post-graduate Certificate in Business, Columbia Business School
- Senior Certified Professional (SHRM-SCP), Society of Human Resource Management
- B.S. Business Administration, Carlson School of Management, University of Minnesota