

LEADERSHIP COACHING**CAREER COACHING****ORGANIZATION CONSULTING**

Experienced and effective leadership coach and organization consultant with global management, business development and consulting experience. Consulting with organizations to increase employee effectiveness and engagement through workshops and individual meetings. Certified and highly skilled in the administration of assessment and feedback tools to promote enhanced self-awareness and better communication. Work with middle and senior level employees to achieve sustainable skill enhancements and behavioral changes.

PROFESSIONAL EXPERIENCE**Jess Dods Coaching LLC**, Southampton, MA

2002–Present

Develop and implement performance enhancing strategies for organizations through training, aligning individual and organizational vision, workshops and group coaching. Provide leadership development and executive coaching resulting in the implementation of strategies for improved performance, achieving identified goals and personal growth. Recent projects include:

- Administered MBTI and DISC tools to the Board of Governors of the ASME to improve communication and interaction; led two workshops to discuss the results
- Administered PROFILOR 360 feedback tools to senior management at a bank to define bases for skills enhancement and executive coaching programs
- Led a series of workshops for a credit union using the DISC and Thomas Kilmann Conflict Instrument to enhance communication and effectiveness in a period of rapid growth
- Designed and facilitated a series of workshops for 300 U.S. government employees to develop leadership skills and improve workplace interactions using the Myers-Briggs Type Indicator

Other clients include: WMECO, National Grid, Black and Veatch, Vectren

Arthur D Little, Inc. Caracas, Venezuela; Houston, TX; Cambridge, MA
Senior Manager Consultant, Energy Group

1997–2002

Developed effective strategy and organizational performance solutions for global clients.

- Led a one-year assignment in Venezuela to develop and implement a shared services organization with 12,000 employees, including all training, coaching and culture change efforts.
- Set up in-house working teams; developed strategies and 10 potential business models for de-regulated business units at a large utility during the transition to electric competition in Texas
- Presented an economic model and alternatives for gas utility systems to senior-level U.S. DOD personnel

Other clients include: Electricidad de Caracas, Shell Oil, ElfAquitaine

EDUCATION**MBA**

Thunderbird School of Global Management, Glendale, AZ. 1975

BA

Prescott College, Prescott, AZ 1970

ADDITIONAL PROFESSIONAL EXPERIENCE

Held positions of increasing responsibility in the global energy industry, including technical and management roles. Worked for several Fortune 100 companies, including: ExxonMobil, Tenneco, and Manufacturers Hanover Trust. Gained solid grounding in industry technical and operating fundamentals, project management and cross-cultural environments.

COACHING TRAINING

Harvard Maclean Medical School, School of Coaching Mastery, Coaches Training Institute, Coachville

ASSESSMENT CERTIFICATIONS AND EXPERIENCE

DISC Workplace Profile

Thomas Kilmann Conflict Mode Instrument

Myers-Briggs Type Indicator

Work Personality Index

FIRO-B

PDI Ninth House: PROFILOR 360 Feedback and Time 2 Change

Strong Interest Inventory

Recent organization clients

Big Y Foods

American Society of Mechanical Engineers (ASME)

Judd Wire

Financial Partners Inc

Freedom Credit Union

Franklin County Technical Schools

Ashcroft, Inc.

NetExpat

LEADERSHIP EXPERIENCE

Present

Executive Board, Human Resource Management Association (SHRM Affiliate); Diversity Committee Chair

Senior Leadership Team, Western Mass Coaching Alliance

Senior Consultant, NETEXPAT: Cultural training for senior level expatriates and spouses

Past

Chair, Select Board, Southampton MA

Chair, Western Mass Coaching Alliance

President, Prescott College Alumni Association

Trustee, Prescott College