



Helping leaders cut through complexity and build aligned, resilient organizations where people and performance thrive

As a fractional partner, I deliver executive-level assessment and coaching expertise that helps organizations strengthen succession pipelines, reduce reliance on external firms, and accelerate leadership readiness.

SOLUTIONS-BASED CORE CAPABILITIES

Executive Assessments - Conduct in-depth evaluations of senior leaders and executive candidates using validated tools.

Customized Reporting - Produce clear, actionable assessment reports aligned to leadership models and succession criteria, leveraging AI-enhanced tools for efficiency and depth.

Debrief & Feedback Delivery - Provide candid, development-focused debriefs to executives, managers, and sponsors, ensuring clarity on strengths, derailers, and career opportunities.

Executive Coaching - Deliver tailored coaching to senior leaders, linking assessment insights directly to succession planning, performance, and career growth.

Succession & Talent Strategy - Partner with HR and business leaders to integrate assessment findings into talent reviews, development plans, and organizational succession pipelines.

Scalable Internal Capability - Build and refine internal assessment processes, tools, and vendor strategies that reduce external dependency and improve long-term impact.

Research & Continuous Improvement - Apply I/O psychology and best practices to ensure fairness, consistency, and strategic value in executive assessment and development.

WHY FRACTIONAL WORKS

Deep Credentials – Hogan Advanced Leadership Coach, Positive Intelligence Coach, ATD-CPTD certified, Prosci-certified Change Practitioner, with a Master's in Curriculum Development & Instructional Design.

On-Demand Expertise – Enterprise-level assessment capability without full-time overhead.

Proven Impact – Expanded leadership pipelines, increased internal promotions, improved engagement and retention, and strengthened executive effectiveness across sectors.

Executive Presence – 20+ years coaching and advising leaders from the classroom to the C-suite.

SPECIALIZED SKILLS & TOOLS

- Hogan Assessments (HPI, HDS, MVPI), 16pf, MBTI, StrengthsFinder, Positive Intelligence
- 360 Feedback Facilitation & Debriefing
- AI-Enhanced Reporting Tools
- Executive Coaching & Succession Planning
- Organizational Culture & Leadership Alignment

TRUSTED BY

Higher ed institutions, public/private companies, nonprofits, and local government agencies, including:

