

## LISA KOHN



Lisa Kohn is an accomplished leadership consultant, executive coach, author, and keynote speaker with a strong business background and a creative approach. She has over 20 years of experience partnering with Fortune 500 clients in areas of leadership, communication styles, managing change, interpersonal and team dynamics, and strategy, as well as life balance and fulfillment. Lisa's latest book is her upcoming memoir *To the Moon and Back* (September 2018, Heliotrope Books).

Lisa works with organizations across a broad range of industries, in companies such as Verizon, World Wrestling Entertainment, Citigroup, New York City Department of Education, American Civil Liberties Union, and Comcast. Lisa brings a unique perspective to clients that transforms the way organizations develop and manage their people and the way leaders fulfill their roles and effectively manage today's realities – doing more with less, delivering projects on time and under budget, and flexing in an environment of fast pace and continual change. By emphasizing the importance of thoughtful, intentional leadership, Lisa helps clients to not only uncover issues to implement real changes, but also to successfully address their own inner challenges and effectively connect with others to ensure the changes stick.

Lisa earned her BA in psychology from Cornell University and her MBA from Columbia University's Executive Program. She has taught as an adjunct professor at Columbia University and New York University's Stern School of Business, and has been featured in several professional publications, addressing topics on management, leadership, and communications. She has been awarded the designation of Professional Certified Coach by the International Coach Federation. Lisa is an Accredited Facilitator for Everything DiSC®, The Five Behaviors of a Cohesive Team™, The Leadership Circle™, and Myers-Briggs Type Indicator®. Lisa is the co-author of *The Power of Thoughtful Leadership: 101 Minutes to Being the Leader You Want to Be*. A native New Yorker, she currently resides in Wayne, Pennsylvania with her family.

Keep up with Lisa at [www.chatsworthconsulting.com](http://www.chatsworthconsulting.com) and [www.lisakohnwrites.com](http://www.lisakohnwrites.com) or follow her on Twitter ([@thoughtfuldrs](https://twitter.com/@thoughtfuldrs) and [@lisakohnwrites](https://twitter.com/@lisakohnwrites)), [Facebook](#), and [LinkedIn](#).

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### A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

*American Civil Liberties Union  
Blaschak Coal  
Brownsville Family Health  
Citigroup  
Digitas*

*Federal Reserve Bank of Philadelphia  
GroupM  
Jefferson Radiology  
Lifetime Entertainment Services  
Mindshare*

*NAACP Legal Defense Fund  
Quest Diagnostics  
Reliance Standard Life Insurance  
Verizon  
World Wrestling Entertainment*

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### REPRESENTATIVE ASSIGNMENTS

**Senior Marketing Executives** – Clients were two recently promoted Vice Presidents, charged with co-leading the marketing department of an entertainment company. Both clients were viewed as high-potentials and future senior leadership for the organization, and both needed to manage the transition to greater responsibility. Lisa worked with the executives to help them handle the complexities of co-leading their department, structure their leadership and time for greater effectiveness, build stronger relationships with their team, and strengthen their influence with peers (who had, until recently, been their “superiors”). With this coaching support, the executives quickly stepped into their expanded roles and heightened the effectiveness of their department overall.

**President** – Client was President of an advertising agency, assigned to lead the New York office. She was concerned about her “legacy” – how to best share her expertise and knowledge with the staff of the agency, and how to strengthen the agency to continue its success and growth. Lisa worked with this seasoned leader to help her shift her focus and efforts toward matters of more importance and impact – so that her time and input yielded greater results for the firm. The client learned to more effectively influence others – colleagues, clients, direct reports, and senior leadership of the international firm – and to build deeper alliances with peers in order to more effectively guide the agency overall. Her application of Thoughtful Leadership led her to become more present and available for her staff, bringing them to greater success as well.

**Business Leader** – Client was young entrepreneur who had successfully grown his business and now faced the challenges of leading a more complex organization. Multi-rater 360° feedback revealed critical issues related to influence, relationship building, “personal style”, and strategic vision and leadership. Lisa worked with the client to boost his emotional and social intelligence; more fully step into his knowledge, expertise, and position; and build on the strengths of his personal leadership style while addressing areas of development. Over time, the client saw significant improvement in his ability to lead his firm to increased growth, as well as strengthen his relationships with direct reports, his leadership team, and employees overall.

**Senior Telecommunications Executive** – Client was a senior leader in a major telecommunications firm. A multi-rater 360° feedback interview process revealed significant leadership strengths on which the client could continue to build his style, as well as significant leadership derailleurs which could potentially limit the client’s effectiveness and influence within the firm. Lisa worked with the client to help him see the challenges he was facing (and at times causing) because of his leadership style, and to then identify ways to modify his style and monitor and change his behaviors in order to increase his effectiveness and yield greater results for himself and the firm overall. The client’s team recognized the modifications made by the client, and his influence with them, as well as with peers throughout the organization, increased.

**Transitioning Leader** – Client was a senior leader of a high-pressure media agency, leading a large team servicing a major client. He had received negative feedback regarding specific behaviors that were undermining him and his team. Lisa worked with the client to address the negative behaviors, further strengthen relationships with direct reports and other team members, and heighten his ability to navigate the organizational landscape and influence peers and “superiors.” The client was subsequently promoted to an even higher-level leadership position, and Lisa was again engaged to work with the client to strengthen his transition – defining thirty, sixty, and ninety day goals; further increasing the client’s influence and organizational savvy; and strategizing best practices, processes, and staffing structure for the agency. The client stepped into this new role successfully, and was positioned for further leadership within the global organization.

**Senior Leadership Coaching and Support** – Client was a major telecommunications firm that underwent a series of mergers and downsizings, leading to fewer officer-level positions and greater spans of control. As a result, candidates being groomed for these senior-level positions as part of the company’s succession planning process had more demanding roles and fewer opportunities for promotion. This has created levels of frustration and disillusionment among employees. Lisa co-designed (and coached various clients within) a coaching program for succession candidates to offer them value-added support and to help them feel connected, challenged and invested. The coaching helped the participants address their day-to-day challenges, and gave them tools to develop needed skills and further strengthen existing skills as they awaited promotion. The coaching focused on creating a plan of action to address strengths and developmental needs, surfacing and discussing career management concerns, and identifying personal priorities and steps to achieving greater fulfillment at work and in life. The coaching also led to a variety of Leadership Development programs and sessions with intact teams within the senior leadership group, reinforcing concepts and behaviors revealed during coaching and strengthening the senior leadership team. The coaching program was also rolled out to additional succession candidates and high-potentials.