

JENNIFER BEZOZA



Jennifer Bezoza is a leadership coach who works with senior executives and emerging high potential leaders to hone their individual leadership style and strengths, identify and address hidden blind spots, and create phenomenal performance results for both clients and their respective teams.

Creative, approachable, and results oriented, Jennifer supports her clients in gaining greater self-awareness, enhancing their leadership mindset, and gaining positive traction on desired and necessary changes and goals. Jennifer draws on a number of disciplines in her work with clients, including neuroscience, personality theory, human performance research, conflict resolution science, and emotional intelligence, to name a few.

Coaching across a broad range of leadership and management topics, Jennifer has had significant experience and success coaching in the following areas:

- Enhancing leaders' self awareness, emotional intelligence and interpersonal savvy
- Maximizing clients' productivity, effectiveness and resilience
- Honing leaders' executive presence and communication effectiveness
- Developing leaders' unique leadership approach based on individual strengths, preferences, and skill makeup of team
- Managing individuals' transitions to higher levels of leadership, as well as managing teams through large scale organizational change
- Supporting leaders in building high performing teams and cultures

Jennifer assists leaders in examining what is making them most effective, and also what is getting in the way of maximizing their own performance and that of their direct reports. Her style is practical and action-oriented, and clients see immediate results from employing new strategies and approaches between sessions. Most importantly, clients experience long-term shifts in their behavior, which translates into real results.

Having held various leadership roles in human capital and human resources in organizations such as General Electric Commercial Finance, Towers Perrin, and the Visiting Nurse Service of NY, Jennifer draws on her deep knowledge of best practices to support her clients in retaining, engaging, and developing people, communicating transparently and inspirationally, and leading teams through large organizational changes.

Jennifer holds an MA in Social-Organizational Psychology from Columbia University and a BA with honors in Humanities and Psychology from Stanford University. She completed her coach training at NYU and the Neuroleadership Institute. Passionate about fostering collaborative communication skills in others, Jennifer serves on the Board of the New York Peace Institute. Jennifer currently resides in New York City.

Jennifer can be reached at jbezoza@leadingforgood.com.

A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

ACI Technologies
CBS Interactive
NY Life
Open Society Institute

Achievement First
Eli Broad Foundation
NYC Dept of Education
Venwise

American Airlines
Experian CheetahMail Dartmouth Hitchcock
O'Melveny & Meyers

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REPRESENTATIVE ASSIGNMENTS

Chief Operating Officer – Client was a chief operative officer for a non-profit educational advocacy organization. Relatively new to her role, and dealing with legacy staff and organizational structure, Jennifer worked with the executive on delivering difficult performance feedback and enhancing performance in key roles for the organization. In addition, Jennifer served as a trusted advisor to her client, thinking through restructuring of the organization as well as the communication and role out plan with different levels in the organization. Following 360° feedback, the leader became aware that her facilitation of meetings could improve. Together with her client, Jennifer helped the executive to restructure agendas in ways that would lead to more focused and structured conversations and decisions in meetings. The client became more confident in her role as a leader in the organization and learned how to assert her influence and authority with greater ease.

Sales Executive in Financial Services – Client oversaw sales in the Northeast for a research business of a financial services firm. Viewed as a high potential in the organization that was “rough around the edges,” client sought out a coach to help enhance his chances of being promoted to a Managing Director. Multi-rater 360° feedback revealed that while his performance was strong, certain behaviors were deemed as too casual and lacking in professional decorum. In addition, the client was perceived as more committed to his individual goals than to organizational objectives. Jennifer worked with the client to find new strategies for building rapport and relationships within the organization and also to take a more holistic approach in balancing the firm and his own goals. Assessments done over the course of the engagement allowed the client to become more clear on his strengths as a professional and put him on the Manager Director promotion track. The client ended up leveraging the insights gained in coaching to obtain a senior strategy and business development role with a major pharmaceutical company.

Chief Executive Officer in Non-Profit – Client was a new CEO to a rapidly growing not-for-profit organization focused on expanding career opportunities and development for first generation college students. This organization was expanding its New York City model to a national model in major urban hubs, so it was a crucial time in the organization. Jennifer was asked to work with the CEO in helping her successfully assimilate into the organization and create positive connections and traction with her new leadership team. Jennifer facilitated a New Leader Assimilation process for the leader, which involved one-on-one coaching with the leader as well as a facilitated day with the leadership team, whereby team members could raise questions, concerns, and needs in a safe and confidential space, and the leader could both gain insight about her team as well as have the opportunity to set her vision and expectations for the group.

Director, Mental Health Services – Client responsible for all social work services and employees within a larger charter school network in New York. Client proactively sought out Jennifer’s coaching with the support of her employer. Goals centered on supporting this leader to be a more confident manager and leader in a new organization and also to be more effective at planning and facilitating professional development days for her 15-person staff. Through direct client observation and debriefing, the client enhanced her meeting and facilitation skills. In addition, the client has enhanced her performance ratings from mid-range meeting expectations to exceeding expectations, as well as received a promotion in the time Jennifer worked with her.

Emerging Leaders Program – Client organization was a New York City government agency making a significant investment in high potential leaders through a six-month leadership development program. Jennifer was selected as lead executive coach for this cohort program and oversaw the design and management of the coaching elements of development experience, while also coaching a third of the cohort through 360° feedback, the creation of development plans, job shadow observation coaching, and ongoing coaching sessions.