

experience



Ed Evarts
Leadership Coach, Team Coach, Strategist,
Author, Podcast Host, and Speaker

Ed Evarts is the founder and president at Excellius Leadership Development, a leadership development organization focused on coaching mid- to senior-level leaders and their teams in business environments.

With extensive experience in innovative leadership and management, Ed possesses the ability to build awareness, create action, and deliver results.

Known for his business acumen, his ability to resolve complex human relations issues, and his enthusiastic, accessible and responsive style, Ed partners with managers, leaders, and business teams to explore clarity and communication, and traverse conflict and change.

EDUCATION

- Bachelor of Business Administration, University of Arkansas
- Certificate in Applied Project Management, Boston University

REPRESENTATIVE CLIENT ENGAGEMENTS

- Coached the President and CEO of a financial services firm to embrace full responsibility and leadership of his organization as it transitioned from three owners to one owner - him
- Coached the Chief Operating Officer (COO) of a pharmaceutical consulting firm to successfully and strategically transition from COO to President and COO
- Coached the CEO of a non-profit organization, based in Washington DC on how to have recurring candid conversations with other leaders and how to create a reputation for urgency
- Coached international business executives in the Program for Leadership Development at Harvard Business School

AREAS OF EXPERTISE

- Building self-awareness to help leaders self-manage more effectively
- Normalizing high-risk behavior on the part of leaders that may lead to professional derailment
- Normalizing at-risk relationships between key leaders in large, matrixed, and dynamic organizations
- Delivering 360 feedback and developing action plans
- Building leadership confidence and managerial courage
- Developing executive presence
- Enhancing communication skills and building communication strategies

CLIENT DEMOGRAPHICS

- Senior Vice Presidents, Vice Presidents, and Directors
- Mid- to large-size organizations
- Functions including account management, engineering, finance, human resources, information technology, legal, marketing, product development, operations, science and technical, and sales
- Industries including bio/pharma, consumer products, consumer services, financial services, healthcare, high technology, and medical devices

REPRESENTATIVE CLIENTS

- Alexion Pharmaceuticals / Biogen / Blue Cross Blue Shield / The Boston Foundation / Cabot Risk Strategies
- Bright Horizons / Constant Contact / Covidien / Dyax Pharmaceuticals / Eaton Vance
- edX / GMAC / Harvard Business School Program for Leadership Development
- Harvard Pilgrim Healthcare / ICIC / ILPA / Johnson & Johnson
- Keurig / Kronos / Lahey Health / Liberty Mutual / Ortholite / Partners Healthcare
- Safety Partners / Suffolk / Takeda Pharmaceuticals / Vertex Pharmaceuticals / The Volpe Center

PROFESSIONAL EXPERIENCE (# YEARS)

- Vice President, Human Resources at Iron Mountain (6)
- Director / Manager of Human Resources at Iron Mountain, Filenes, Lechmere, and Jordan Marsh (12)
- Leadership Coach (22)
- Business Owner (12)

CERTIFICATIONS / ASSESSMENTS

- Professional Certified Coach (International Coach Federation)
- Board Certified Coach (Center for Credentialing and Education)
- Center for Creative Leadership Benchmarks 360°
- EQi 2.0 Emotional Intelligence assessment
- Hogan Assessment Series
- Lominger Voices 360°
- Team Emotional Intelligence Survey
- Myers-Briggs Type Indicator
- Leadership Versatility Index 360°
- Raise Your Visibility Indicator
- TypeCoach Verifier

PROFESSIONAL AFFILIATIONS

- International Coach Federation
- Northeast Human Resources Association
- New Talent Management Network

NOTABLES

- Host of weekly podcast Be Brave @ Work
- Past President, International Coach Federation, New England
- Award of Excellence, Iron Mountain Human Resources
- Past Vice President, Marketing-Association of Career Professionals International, New England Network