

experience



Ed Evarts, Leadership Coach,
Author, and Podcast Host

Ed Evarts is the founder and president at Excellius Leadership Development, a leadership development organization focused on helping clients build their self-awareness on how others experience them in the workplace so they can manage that experience effectively.

Ed is the author of *Drive Your Career: 9-High Impact Ways to Take Responsibility for Your Own Success* (coming out September 2020) and *Raise Your Visibility & Value: Uncover the Lost Art of Connecting on the Job*. He is also the host of a weekly podcast, *Be Brave @ Work*, where he chats with everyday folks and thought leaders on how to say what needs to be said and do what needs to be done more effectively.

Known for his business acumen, his ability to resolve complex human relations issues, and his enthusiastic, accessible, and responsive style, Ed possesses the ability to build awareness, create action, and deliver results.

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

- 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
- Transitioning low self awareness to high functioning ability
- 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

- Presidents, 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 / AltmanVilandrie / Bright Horizons
- Cabot Risk Strategies / The Carroll Center / Commonwealth
- Galderma / Institutional Limited Partners Association
- Immungen / Millicom / Massachusetts League of Community Health Centers
- Safety Partners / Stag Industrial / Vertex / 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 (24)
- Business Owner (14)

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
- Bates ExPI Executive Presence Index
- 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
- Institute of Coaching Professional Organization
- Northeast Human Resources Association
- New Talent Management Network

NOTABLES

- 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