

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 *The Bravery Trick: Four Easy Ways to Say Hard Things*, *Drive Your Career: 9-High Impact Ways to Take Responsibility for Your Own Success*, 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 / Boston College / Bright Horizons
- Cabot Risk Strategies / The Carroll Center / Commonwealth / DraftKings / Galderma
- Immungen / Kettle Cuisine / Massachusetts League of Community Health Centers
- New Chapter Vitamins / Safety Partners / Stag Industrial / Vertex / Verve Therapeutics

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 (26)
- Business Owner (16)

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°
- Myers-Briggs Type Indicator
- Leadership Versatility Index 360°
- TypeCoach Verifier

PROFESSIONAL AFFILIATIONS

- International Coach Federation
- Northeast Human Resources Association
- Senior Human Resource 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

coaching difference



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***“If you want different
results, you need to
do things differently.”***

–Albert Einstein

What does Ed Evarts bring to each of his coaching engagements?

Holistic Listening

Ed’s clients will tell you that Ed is unsurpassed in his listening skills. By focusing on what you are saying, how you say it, your body language, and your energy level, insights into how to make progress are accelerated.

Synchronicity

Often, your busy environment prevents you from seeing recurring patterns and themes reflecting processes that you naturally follow which may be getting in your way. By making sophisticated connections between disparate thoughts and behaviors, Ed helps you identify new processes to maximize your success.

Empathy

Ed’s rich experience in large corporate environments, working with senior leaders at all levels and functions, creates instant empathy for clients working to navigate through today’s fast-moving and complex organizations.

Creativity

Albert Einstein is credited with saying “If you want different results, you need to do things differently.” Coaching is about exploring different ways to behave and take action at work which result in increased impact and improved relationships. Ed is known for his creative questions to solicit thought and creative suggestions to solicit action.

High Touch

While most meetings with clients are scheduled, emergent topics will arise during the work week. Ed has a reputation for being highly accessible and responsive, 24 hours per day, 7 days per week.

Business-centricity

As a successful practitioner for twenty-five years in large corporate organizations, Ed brings a business-centric approach to all of his coaching engagements. Short-wins and measurable progress are critical for success.

Future Focus

While the past is interesting, Ed knows the answers to your success lie in the future. Why you did or did not do something is not as important as what you will do going forward. You cannot change the past yet you can influence and create your future.