



 **Jodi Callahan**
Coaching and Consulting

JODI CALLAHAN, PHD, ACC

SUMMARY

Jodi has worked for 20 years helping organizations and individuals perform at their best by finding the leverage points to improve performance and engagement. She listens intently to her clients and takes a data-based approach to identify the solution or best next step to achieve desired outcomes. She has coached individuals and action learning teams ranging from professional individual contributors to senior executives in commercial and public sector organizations.

EXPERIENCE

OWNER, JODI CALLAHAN COACHING AND CONSULTING, LLC

September 2013 to Present

Lead multi-method executive assessments for development support and selection decisions in global commercial corporations

Coaching at and below SES candidate level within a major Federal agency to advance executive skills and address organizational challenges and opportunities

Coach senior executives in global financial institution to successfully formulate and execute assessment-based development action plans

Develop and facilitate Life Skills coaching seminars to clients transitioning from homelessness to self-sufficiency through a non-profit organization (pro bono service)

DIRECTOR OF LEADERSHIP & EMPLOYEE DEVELOPMENT, BAE SYSTEMS, INC.

2010 to August 2013

Set direction and managed execution of leadership and management curricula for 40,000 employee, \$10B aerospace, security and defense company

Partnered with CEO to lead the design and delivery of her high potential leadership development program which delivered 200% ROI within its first year

Built and led a team of six Leadership Development Managers to develop and deliver business-critical, cost-effective learning solutions including foundational people management skills, new hire engagement, mentoring resources, and high potential early career development program

Coached high potential executives following assessments to write and implement development action plans that led to professional advancement and stronger business outcomes

MANAGER OF LEADERSHIP DEVELOPMENT, THE MITRE CORPORATION

2008 to 2010

Oversaw all leadership and management training for 25,000 employee, not-for-profit company serving the U.S. Government

Led a team of four who managed the quality and administration of highly in-demand programs ranging from foundational management skills to in-depth mid- and senior-level leadership development programs, as well as a company-wide coaching program

Delivered a senior-level leadership development program resulting in cross-organization solutions to previously intractable challenges

Coached managers and facilitated HBDI feedback to achieve powerful personal insights and skill improvement acknowledged by their managers

SENIOR CONSULTANT, PERSONNEL DECISIONS INTERNATIONAL

1997 to 2008

Coached managers, executives and individual contributors across a wide range of commercial, civilian government, military and not-for-profit organizations

Conducted multi-method assessment centers including writing of formal assessment reports and facilitation of feedback sessions to develop high-impact development action plans

Facilitated 360° feedback reviews for individuals and groups, with focus on key trends and leverage points in the data, and how to translate insights to greater effectiveness

Coached action learning teams to tackle tough organization problems while improving individual and team performance

Consulted to HR and line leaders at all levels including C-suite of Fortune 500 companies resulting in custom assessment and development programs to place and equip leaders to drive strategic business outcomes including cost take-out, executional excellence, and growth of market share

Received Chairman's Triple Crown Achievement award for exceeding goals of client management, service delivery and business development, with recognition for "abilities to assemble and deploy a cross-functional team, consistently do outreach and follow-up, and resolve problems to delight the client and her own work group's leadership"

INSTRUCTOR, TEACHING ASSISTANT, RESEARCH ASSISTANT, A.B. FREEMAN SCHOOL OF BUSINESS, TULANE UNIVERSITY

1991 to 1997

EDUCATION

BA, AMHERST COLLEGE, AMHERST, MA, PSYCHOLOGY AND SPANISH MAJORS
PH.D., ORGANIZATIONAL BEHAVIOR, TULANE UNIVERSITY, NEW ORLEANS, LA

CERTIFICATIONS

Certified for PROFILOR® 360 Feedback and Time2Change® 360 Feedback, 1997
Certified Coach, PDI Ninth House, 2006
Certified in Herrmann Brain Dominance Instrument (HBDI), 2009
Certified assessment interpreter and coach, The Hay Group Organizational Climate Survey, Inventory of Leadership Styles and Growth Factors Inventory, 2010
Certified Development Dimensions International (DDI) Facilitator, 2011
Hogan Assessments, 2015
Georgetown University Leadership Coaching Certificate, 2015

SELECTION OF CLIENTS

Walmart, National Institute of Neurological Disorders and Stroke (NINDS), UL, BAE Systems, Texas Instruments, The MITRE Corporation, Brinker International, U.S. Navy