



Joan Caruso

SENIOR EXECUTIVE COACH

Areas of Expertise

- Leadership Credibility
- Strategic Executive Coaching®
- Leadership Assessments and Psychometric Assessments
- Effective Communication

Clients

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| • Altria | • Diageo | • Marsh |
| • Avon | • Federal Reserve Bank | • Merrill Lynch |
| • BASF | • General Electric | • MTV |
| • Center for Creative Leadership | • General Motors | • NewYork-Presbyterian |
| • Church & Dwight | • Goldman Sachs | • Prudential PSE&G |
| • Columbia University | • HSBC | • PWC |
| • Con Edison | • IAC Interactive | • Sony |
| • Dell, USA | • Itochu International | • Timex |
| • Deutsche Bank | • Kraft General Foods | • Weill Cornell Medical Center |



Level/Type

- C-suite level executives: CEO, COO, CFO; EVP, SVP, VP, Director

Biographical Information

Joan is a recognized leader in the field of executive coaching. She is a pragmatic and results-oriented executive driven by a passion for helping leaders identify what is possible and to support them as they strive toward that vision. As part of her coaching practice, Joan identifies the specific behaviors that support a client’s success and those behaviors that detract from effectiveness. She has supported countless executives as they moved beyond limiting assumptions to top performance, developing stronger leadership acumen, enhancing interpersonal communications, and stretching themselves as strategists and decision-makers.

Before returning to private practice, Joan created and managed the Executive Coaching & Development Practice of The Ayers Group, a premier, boutique New York based consulting firm. In this role, Joan built and oversaw this business and, with her team, grew and managed a roster of 300 world-class executive coaches and Organizational Development (OD) consultants. In establishing and leading the practice, Joan and her team were responsible for recruiting best-in-class executive coaches and matching them to specific client needs.

Prior to joining The Ayers Group, Joan spent ten years running an independent consultancy, providing services in executive coaching, mentoring, organization development, change management, leadership, and executive development to a variety of industries. She has returned to private practice and is providing executive coaching services, primarily to C-Suite executives. Before establishing a consultancy, Joan held senior human resource management positions in complex corporate environments, including Continental Insurance, Chemical Bank, Union Carbide, Chase Manhattan Bank and Canadian Imperial Bank of Commerce.

Joan has been a pioneer in both executive coaching and 360° feedback. She has extensive experience in executive coaching at all organizational levels. Joan’s current coaching work is focused on working on the competencies necessary to achieve and exceed business goals for which the executive is responsible. She serves as a catalyst in helping the executive excel. She

has a niche working with senior executive women, bringing her unique perspective and familiarity with what affects senior women in the workplace, enabling them to excel in leadership, strategy, and mindset.

Joan has a background in organizational psychology. She has been an adjunct faculty member of the Center for Creative Leadership in Greensboro, North Carolina, Columbia University's Executive MBA Program and has been an adjunct instructor at Cornell University's School of Industrial and Labor Relations. She is a member of the American Society of Training and Development and has served as a member of the Executive Advisory Council for their Financial Services Forum. She is active in many professional organizations as well as groups focused on the advancement of executive women.