



**Orlando “Lonnie” Barone, PhD**  
Executive and Leadership Coach

Orlando R. Barone is an executive coach at the Wharton School of Business, where he has also instructed undergraduates in leadership and team effectiveness. He is a graduate MBA instructor in business communication skills at the Fox School of Temple University. He presents on use of voice in public settings, impression management, and credibility. He conducts the Emerging Safety Leaders Program in Negotiation at the Harvard School of Public Health. Lonnie received his bachelor's degree, magna cum laude, from Villanova University and graduate degrees from the University of Delaware, where he was awarded the prestigious Unidel Fellowship for two consecutive years.

Lonnie's op-ed pieces appear regularly in the *Philadelphia Inquirer* and in many papers throughout the United States. He co-wrote the best-selling text book, *Your Voice Is Your Business*, now in its 2nd edition (2016). His college text, *Counseling and Interviewing in Speech-Language Pathology and Audiology: A Therapy Resource*, was published by Jones and Bartlett in 2016. He is contributing author to the counseling chapter of *Neurogenic Communication Disorders* (Jones & Bartlett, 2013), also a best-selling text.

Lonnie has over 25 years' experience as a coach, negotiation trainer, change consultant, author, and presenter specializing in bringing voice science to the development of interpersonal effectiveness, leadership, negotiation, performance management, team building, and training design. His consulting background includes experience in a Fortune 50 computer company, where he was in charge of marketing, product team, and leadership development worldwide. He has worked in schools as a principal and teacher.

His work with presentation skills, interpersonal facilitation, leadership, and with large as well as intimate teams (teams of 5-12 members) is unique in the field. He has been personal coach and mentor to dozens of professionals and leaders in all sectors. He has designed and delivered numerous global team enhancement processes, in the US, Canada, Europe, Asia, and South America.

Lonnie is a sought-after lecturer who has conducted seminars for executive groups, government, and community leaders throughout the USA and abroad and appeared on radio and TV talk shows. Numerous articles by and about Lonnie have been published in a wide range of periodicals and magazines.



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Lonnie has vast experience in administering and examining self-insight instruments including Hogan Personality Inventory, DiSC Assessment, the Thomas-Kilmann Conflict Mode Instrument, the Myers-Briggs Type Indicator, FIRO-B and others.

Lonnie Barone's training and materials development expertise cover all areas of interpersonal competence and management as well as leadership development. He has designed, developed, and delivered such training to clients including all branches of the U.S. Department of Defense, colleges and universities, chemical, pharmaceutical, and industrial firms, educational and public sector organizations. Programs include leadership, performance management and interpersonal skills, career transition training, planning and organization, change and conflict strategies, decision-making and problem-solving, negotiation, interviewing, and presentation excellence. Lonnie developed, produced, and is featured in video-assisted training packages in leadership, presentation skills, performance management, teamwork, communication, motivation, and credibility. These packages have been used by such companies as Johnson & Johnson, Merck, Exxon Mobil, The University of Pennsylvania, and the Department of Justice of California.

**His past and present clients include Novartis, Unisys, Johnson & Johnson, Merck, and combined US Military Services.**

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**Eunice Carpitella, MSOD**  
Executive and Leadership Coach

With more than thirty years of management consulting and investment industry experience, Eunice founded Transformative Dynamics, LLC in 2011. She works in partnership with senior executives of Fortune 1000 companies, as well as middle market businesses, entrepreneurs, women in business, and MBA students in creating, implementing, and executing new futures that hold the promise of growth, and sustainability for individuals and organizations.

Eunice is an innovative and persuasive leader who translates possibilities into results, and is particularly effective in guiding change that results in greater effectiveness and productivity.

Earlier in her career, Eunice was a Senior Vice President of an investment advisory firm, where she was instrumental in growing and developing the firm from a start-up to a viable and sustainable-growth business. During her tenure, Eunice was responsible for new business development and relationship management nationally among sub-advisory platforms, individuals, regional registered investment advisors, and institutional clients and consultants. Additionally, she facilitated and led programs for a global training and development firm, where she worked with thousands of individuals on leadership development, high performance, productivity, and effective communication.

Eunice received an MS in Organizational Dynamics from the University of Pennsylvania, a BA in English from Arcadia University, and is designated as a Professional Certified Coach through the International Coach Federation. She also received a Rotary International ambassadorial scholarship to Queensland, Australia.

**Eunice has worked with leaders in various industries, including Agricultural Chemical, Financial, Healthcare, Automotive, Telecommunications, Hospitality, Real Estate, Financial, and Education, as well as the non-profit and government sectors.**

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**Jane Hiller Farran, PhD**  
Executive and Leadership Coach

Dr. Farran is Managing Partner in the consulting firm C4 ([www.C4consultingco.com](http://www.C4consultingco.com)) and Senior Fellow at Wharton Executive Education at the University of Pennsylvania. She is an experienced coach for senior executives and senior talent, and she consults with executive teams and with global companies on executive effectiveness, executive and management development, and high potential development.

Dr. Farran is a coach for Wharton's MBAs and Executive MBAs. She is also a faculty member in executive education programs at the Wharton School and at other select business schools.

Dr. Farran has consulted to industry for over 25 years. As Managing Partner of C4, she works with global companies as an executive coach and consults on organizational effectiveness, team effectiveness and leadership development. Her projects are very often international and include coaching engagements for senior executives and high potentials, working with executive teams, and designing and/or teaching development experiences/programs for leaders at senior levels. Dr. Farran also engages in pro bono work with organizations that support low-income mothers and children.

Dr. Farran teaches in a number of executive education programs for the Wharton School. She also works with Wharton to design and lead development experiences/programs for senior talent. Dr. Farran has deep experience in leadership development and corporate organizational development. She has led leadership development functions in high tech and in professional services firms. She was also Wharton Executive Education's Senior Director of Corporate Programs for a number of years, responsible with her team for all senior custom programs and clients.

Dr. Farran is the author of white papers on executive/organizational effectiveness and has presented at professional conferences and meetings. Her most recent research focuses on experiential learning and on the particular but distinct development needs of upper middle and senior high potential managers. Her chapter on the structure and dynamics of experiential learning for managers, co-authored with Patricia Clifford and Len Lodish, appeared in the book, *Educating Managers through Real World Projects*.



## McNULTY LEADERSHIP PROGRAM

Dr. Farran taught business strategy and management policy in the management department at Wharton from 1986-1988 and later was adjunct faculty for Wharton's Global Consulting Practicum for a number of years. She was adjunct faculty in organizational behavior at Villanova University from 1984-1986. Dr. Farran is a member of the NTL Institute of Applied Behavioral Sciences and a certified Myers Briggs consultant. Dr. Farran received her PhD in Management and her MBA from Syracuse University, with honors. She received her BA in English, with distinction, from Mount Holyoke College.

**Her clients have included Degussa, Royal Bank of Scotland, ING, Colgate-Palmolive worldwide, Schnitzer Steel Industries, Royal DSM, Sony, Matsui, William Grant & Sons, KPMG, HAVAS, Medtronic, GlaxoSmithKline, HSBC, and TUV SUD.**

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**Susan Gilell-Stuy, PCC**  
Executive and Leadership Coach

Susan is a corporate executive coach and consultant who, for more than a decade, has become a valued strategic partner for the executives, leaders, and teams that she has worked with, helping them discover, fine tune and apply the leadership behaviors and skills that enable them to consistently deliver outstanding tangible results.

Susan has a strong background and expertise in leadership development, emotional intelligence, conflict management, and evidence-based predictors of executive success. She is well-versed in solution focused, strengths-based, intelligent leadership, and stakeholder coaching methodologies, in addition to a focus on coaching millennial leaders.

Prior to becoming a coach and consultant Susan held leadership and senior leadership roles in Fortune 500 companies, among them JP Morgan Chase, Prudential Investments, AT&T, and Merrill Lynch. She is now the managing principal at Leadership Compound, LLC.

Susan has earned a graduate certificate in Executive and Professional Coaching from the University of Texas Naveen Jindal School Of Management and a Bachelor of Arts in Psychology from St. John's University. She is certified as a Marshall Goldsmith Stakeholder Centered Coach, holds a PCC level credential from the International Coach Federation, and is certified in the following assessments: the Emotional Quotient Inventory, Conflict Dynamics Profile, Decision Style Profile and Core Values Index.

Susan is an active member of a number of professional organizations related to coaching and leadership including the Association of Corporate Executive Coaches (ACEC), MEECO Institute, Institute of Coaching - McLean Medical Center Harvard Medical School Affiliate, International Coach Federation, Academy of Management, Association for Talent Development and the American Psychological Association. She coaches on a pro bono basis for the Dress for Success GPN Worldwide Program sponsored by Wal-Mart and Steps2Success program, and works as a strategic partner to other executive coaches helping them build and flawlessly execute a focused business plan that ensures a robust, sustainable demand for their services. Susan is also a sought-after speaker on the topics of leadership, emotional intelligence, and conflict management.



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**She has coached clients across a diverse group of industries which includes: Technology, Telecommunications, Financial Services/Wealth Management, Banking, Insurance, Biotech, Life Sciences, Pharmaceutical, Confectionary, Cosmetics, Apparel, Energy and Internet Startups.**

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**Barbara Gronsky, PhD**  
Executive and Leadership Coach

Throughout her career as a consultant to corporations and nonprofit organizations, Dr. Barbara Gronsky has achieved a reputation for catalyzing enduring behavior change through practical, cost-sensitive interventions, connecting well to diverse audiences, and maintaining state of the art knowledge and skills. Her areas of expertise include: 1) executive coaching to enhance leadership capabilities, emotional competence, and effective performance, and 2) career assessment, counseling, and outplacement services.

Dr. Gronsky established her consulting practice in 1993, with offices in Princeton, NJ and Philadelphia and Fairless Hills, PA.

## **Representative Work**

- Executive coaching with 500+ executives, managers and high potential employees to maximize emotional competence, successfully navigate promotions, lead and influence with greater impact, reduce personality/style barriers, and build organizational/political savvy.
- Over a ten-year period, delivering a coaching process for high-potential managers in the U.S., Latin America and Europe that focused on improving their self-awareness and emotional intelligence. Evaluation study of this project published in peer-reviewed professional journal.
- Participating as individual and project team coach for a residential leadership development program for high potentials being groomed for general management positions.
- Serving as an executive coach for the Wharton School of Business in seminars for high potential leaders and with MBA and WEMBA students, and as preferred provider Career Coach for Wharton alumni.
- Coordinating and staffing an internal corporate career development center within the pharmaceutical industry for 3.5 years.





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Before starting her business, Dr. Gronsky worked for eight years on the staff of several human resources and career management consulting firms in New Jersey and Pennsylvania, where she delivered career transition, stress management, leadership development, and assessment services. She began her career creating and managing a national employee assistance program for several divisions of General Electric.

Dr. Gronsky completed a PhD in Counseling Psychology from the University of Maryland in 1982 and is licensed in Pennsylvania and New Jersey. She recently earned certification as an Executive/Corporate/Business Coach and is certified to use the Hogan Leadership Suite, Bar-On EqI, Executive Presence Index, Myers-Briggs Type Indicator, CPI-260, NEO, Profilor and Benchmarks.

**Barbara's client list includes: Johnson & Johnson, Novartis, Roche Pharmaceuticals, Pfizer, GlaxoSmithKline, BTG International, Siemens Medical Solutions, Endo Pharmaceuticals, ImClone Systems, Valley Health Systems, Revlon, Dow Chemical, FMC, Air Products Corporation, Marsh USA, Conner Strong & Buckelew, Aramark, Pennsylvania Horticultural Society, the Wharton School of the University of Pennsylvania, Haverford Friends School and Princeton Community Church.**

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**Faisal Khan, MBA**  
Executive and Leadership Coach

Through his company 1ExtraordinaryLife, he blends his business, coaching, and positive psychology backgrounds and trains organizations to create thriving environments for employees. He helps increase employee engagement, reduce burnout, and improve work-life balance, resulting in better business outcomes.

Having spent many years working in some of the world's largest consulting and pharmaceutical companies, Faisal recognized how success in large organizations happens when they manage to optimize their resources towards the organization's mission. Companies who are able to unleash the potential in their human capital not only succeed, but thrive. Such companies have systems, processes and programs in place to ensure that the company stays on track to deliver its mission. Faisal believes that it is a similar garnering of resources at the individual level, physically, psychologically, socially, and intellectually that can be harnessed to help individuals thrive in life, making them and the organization more productive, more efficient and a step closer to extraordinary.

Faisal holds a master's degree from the University of Pennsylvania's Wharton Business School and School of Engineering, and a Master in Applied Positive Psychology, also from the University of Pennsylvania. He is a member of the International Coach Federation, a Certified Professional Co-Active Coach, a Certified Applied Positive Psychology Coach, and is a member of the Forbes Coaching Council.

He is an assistant instructor in the Master of Applied Positive Psychology Program at the University of Pennsylvania and the founder of the Penn Program for Flourishing, a program to help students gain the skills to flourish in school life and beyond. He is also an occasional guest lecturer at the Wharton Business School.

Founder of 1ExtraordinaryLife, LLC offering Transformational Life Coaching to help people achieve goals and flourish in life through Positive Psychology, Co-Active and Resilience Coaching. Strong leadership capabilities managing cross functional and multicultural work teams.

More info: [www.1ExtraordinaryLife.com](http://www.1ExtraordinaryLife.com)



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Entrepreneur with extensive Finance and Technology background in the Pharmaceutical and Consulting industries. FNK Consulting, LLC helps management make strategic decisions by employing an extensive mix of professional, academic and international experience in Finance and Information Technology. Proven ability to provide financial insight to drive revenue and achieve business objectives. Faisal believes in innovation and likes to inspire others.

More info: [www.FNKConsulting.com](http://www.FNKConsulting.com)

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**Angus McLeod, PhD**  
Executive and Leadership Coach

## Overview

- Author and regular contributor at international Conferences
- Over 60 articles & 4 books on facilitative coaching and leadership
- Academic contributions including recent, peer-review papers
- Designer of commercial, global apps in coaching & leadership (GNOWBE)
- Held a dozen corporate board appointments in several sectors
- Writes monthly leadership articles for the national paper of Mauritius
- Visiting Professor of Coaching at Birmingham City University, UK
- Supervisor of Ph.D. research at BCU Business School
- Diplomat: USA., Citizen Diplomacy International (Philadelphia)
- Wharton School Executive MBA coach
- Official receiver of the 2015 Global Leadership in Coaching Award, ICC, Mumbai.

## Books Include

- *Me, Myself, My Team* (2000, revised 2006) Crown House
- *Performance Coaching – The Handbook for Managers, HR Professionals and Coaches* (2003) Crown House
- *Self-coaching Leadership – Simple Steps from Manager to Leader* (2007) Wiley
- *Performance Coaching Toolkit* (with Will Thomas, 2010), McGraw-Hill
- *Slay That Dragon – Life Just Got Easy* (2012) Amazon.

His books are translated into languages including Russian, Italian & Mandarin.

Angus facilitates coaching master-classes internationally (for executives & coaches) to all professional levels. He trains teams of executives in facilitative coaching as a management/leader 'style' and trains specialist executives in HR and L&D in coaching skills.



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Designs and co-delivers executive-development programs: work-culture change initiatives. These are based upon best (facilitative) coaching & leadership practice and structured within organizations to establish real, sustained change (which is measurable in terms of both performance and behaviors). Angus designed two Newcastle College (distance & web-based) Diploma Courses in Performance Coaching with over 20,000 student registrations (between 2003-2010). Digital, practical, coaching courses are now offered via the Coaching Foundation.

He launched the world's first e-mentoring product, 'Ask Max', with others, in 1999. This allows stressed executives to get quickly back-on-track with productive work; first taken up by the supermarket chain, Sainsburys.

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**Cheryl Rice, MS MSOD**  
President, Your Voice Your Vision

Cheryl Rice works with high potential leaders at every level. She has been working with clients to improve individual, team and executive performance for over 20 years. Cheryl's speaking and coaching clients include: Pfizer, Children's Hospital of Philadelphia, Hospital of the University of Pennsylvania, AstraZeneca Pharmaceuticals, Drexel University, Campbell Soup, and the Wharton School.

Cheryl has held significant positions in the healthcare, financial services, and technology industries. Past corporate positions include Director of Organization Development for AstraZeneca Pharmaceuticals, AVP of Leadership Development at ACE International, and leadership consulting roles at CIGNA, NovaCare, and SMS (now Siemens).

Cheryl is especially gifted in helping women cultivate their leadership presence, develop confidence, and establish a healthy and mindful approach to work and life. She is also the author of the inspiring memoir, *Where Have I Been All My Life?* Additionally, her essays and commentaries have appeared in local and national publications including the Philadelphia Inquirer, the Chicago Tribune, Cure Today, and Maria Shriver's Blog, Architects of Change.

In 2016 Cheryl founded the You Matter Marathon (no running required!) a global kindness and community building program in 59 countries.

With a Bachelor of Arts degree in Psychology from Monmouth University, a Master of Science degree in Counseling from the University of Pennsylvania, and a Master of Science degree in Organization Development from Pepperdine University, Cheryl brings significant academic training to compliment her practical work experience. While at Pepperdine, she completed groundbreaking research on the relationship between emotional intelligence and team performance. She has since published her results and spoken to national and local audiences about this work. Additionally, Cheryl is an ICF certified coach, has a certificate in Applied Positive Psychology and taught classes in organization change at local universities.

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**Karen Spofford, MBA**  
Executive and Leadership Coach

Karen Spofford is an executive coach who focuses on implementing leadership development solutions that link individual executive effectiveness to organizational performance. Karen coaches high potential executives to develop the intellectual, physical and social polish and support systems required to powerfully execute as well as, achieve personal and professional greatness. Her work with high impact business teams focuses on optimizing their structure, their appreciation, and understanding of one another, their communication and interactions, which will allow them to execute and deliver beyond expectations powerfully.

### **Professional Background and Business Experience**

- Over 20 years' experience as a business leader in supply chain and financial management in the pharmaceutical and financial sectors
- Former Senior Director, Supply Chain Operations for Bristol-Myers Squibb (formerly DuPont Pharmaceuticals). Led a global division focused on business resource planning, demand management, customer service, contracting, rebates, logistics, distribution channels, accounts receivable, collections and product returns
- Significant expertise in investment and commercial banking on the buy and sell side including commercial paper issuance, investment, cash and debt management.

### **Coaching Experience**

- Industry Expertise: Pharmaceuticals, Financial Services, Insurance, Chemical, Non-profit and Education.
- C-suite, senior and mid-level executives, leadership and project teams and entrepreneurs.



## **Coaching Areas of Focus**

- High potential/development
- Leadership with an emphasis on style, influence & executive presence
- Communication effectiveness
- Strategic thinking & visioning
- Onboarding
- Team effectiveness
- Sales effectiveness

## **Degrees, Credentials, and Experience**

- 360 Assessments: Hay Group Emotional Competency Inventory, Denison, Leadership Practices Inventory and CCL Benchmarks
- Individual Assessments: DISC, Myers-Briggs Type Indicator, Kaisen Consulting, Ltd. Talent Assessment, TKI Conflict Mode, and Needs & Values Program
- Teams: High Impact Teaming
- Coach Accreditation: Corporate Coach University
- Certified Cash Manager
- MBA, Villanova University, Villanova, PA
- BBA Finance, Saint Mary's College, Notre Dame, IN

## **Partial List of Coaching Clients**

**Merck, Bristol-Myers Squibb, AstraZeneca, Wyeth, GlaxoSmithKline, Abbott, Celgene, Eisai, Astellas, Inotherapy, Incyte, Merrill Lynch, Wells Fargo (Wachovia Securities), Morgan Stanley, Glenview Capital, Barclays Capital, PNC, TIAA-CREF, CIGNA, Barclaycard, Comcast, Basell, DuPont, Factiva, PR Newswire, Qwest, The Wharton School of the University of Pennsylvania, Saint Joseph's University EMBA Programs, The Episcopal Academy, The Center for Autism and consulting firms.**

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**Ilene Wasserman, PhD**  
Executive and Leadership Coach

Ilene Wasserman, Founder and President of ICW Consulting, has over 30 years of experience in organizational consulting, strategic planning, change management, leadership development and executive coaching. As Vice-President of a major consulting firm and founder and President of ICW Consulting, Ilene helps leaders and teams throughout organizations leverage multiple dimensions of domestic and global diversity by enhancing communication and collaboration. Ilene's approach is appreciative, based on the principles that we transform organizational cultures through engaging the whole system.

Ilene has served as a consulting coach with senior executives and board of directors of Fortune 100 companies, socially responsible businesses, health care institutions, and institutes of higher education. Consultations have also included designing retreats for leadership teams and developing internal work teams. She has also led large strategic change initiatives. In addition to consulting and coaching Ilene has taught courses in leadership, organizational consulting, leading diversity, organizational communication, emotional intelligence and cultural competence, and group dynamics at the graduate level.

Ilene received her PhD from the Fielding Graduate University in Human and Organizational Development. She also holds Master's degrees both in Counseling Psychology and Social Work from Washington University and a BS from Cornell University in Human Development. In addition to her formal education, Ilene is trained in Future Search, Gestalt, and Appreciative Inquiry. She has conducted foundational and advanced workshops in Appreciative Inquiry.

Ilene is a Senior Fellow of the Wharton Leadership Institute, a Fellow of both the Taos Institute and serves on the Board of the Lewin Center, serves on the Boards of the CMM Institute and is a Member of NTL. Ilene is active in her community, serving as Chair of the Lower Merion Township Human Relations Commission.

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**Jane Weiss, MSOD**  
Executive and Leadership Coach

Jane Weiss, MSOD, has been helping organizations and leaders raise their levels of performance for over 20 years. She has worked as a coach and consultant with a diverse group of leaders from different industries and cultures to help them assess and expand their leadership capabilities, improve employee engagement, create great workplace cultures, and increase learning within and across organizations.

Jane's areas of expertise include: leadership coaching, workshop design and facilitation, team development, designing and conducting organizational assessments, developing and implementing strategic human resources initiatives and action learning. Through her roles at the Great Place to Work Institute, she has worked with CEOs and senior leaders of numerous global companies selected to Fortune's 100 "Best Companies to Work For." She is a passionate advocate for the employee voice and for building learning communities across organizations.

Prior experience includes serving as the Director of Organization and Leadership Development for CIGNA International, Principal Consultant and Practice Leader at the Great Place to Work Institute, and Senior Practitioner roles in academic medicine and software development.

Jane holds a Master's degree in Organization Development from the AU/NTL program at American University and a Bachelor of Arts degree from Brandeis University. She is certified in numerous assessment instruments and has been trained in current methodologies for organizational change.

**Jane's clients include Alston & Bird, AstraZeneca, GlaxoSmithKline, St. Jude Children's Research Hospital, Harvard University, Bright Horizons Family Solutions, Shire Pharmaceuticals, Four Seasons Hotels and Resorts, The Wharton School and TEKsystems. She works with leaders from biotech, healthcare, professional services, manufacturing, and technology companies.**

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**Nicky Westhead, PCC, CPschoI**  
Leadership and Executive Coach

Global Leadership Coach and Team Specialist with an international portfolio. A business owner, executive consultant coach and communications faculty with over twenty-five years working at senior levels for organizational development, global leadership, executive teams & transformational change.

## **Client Value and Impact**

### **Organizations**

- Offers a global mindset & senior leadership experience from multiple countries
- Approach is diagnostic, innovative & future-orientated
- Operates as a catalyst for change
- Agile in leveraging matrix & functional stakeholders

### **Leaders & Teams**

- Assessment & discovery to raise self-awareness
- Co-creates vision & goals to enhance performance
- Strengthens & expands leadership capabilities with a goal-focus
- Leverages coaching, facilitation & resource knowledge for leadership growth

### **Roles Held**

- Global Leadership Psychologist
- Executive Leadership and Organizational Performance Coach
- Head of Organization Change, Learning & Development
- Consulting Practice Director
- Business Psychology Consultant & Learning Facilitator

## **Core Competencies**

### **Executive/Leadership Coaching**

- Global executives & leaders growing capabilities for accelerated performance
- High-performance leaders & talent potential to position readiness for promotion
- Athlete leaders balancing ironman/triathlon events with leadership demands
- Emerging leaders with a focus on developing leadership toolkits
- Shifts perspectives, supports growth mindsets, enables movement through action for impact
- Improves clients' effectiveness, self-awareness, focus, confidence & goal accomplishments

### **Leadership Development**

- Develop leadership strategies and brand
- Identify the talent pipeline of potential leaders
- Assess the level of leadership competencies and capabilities
- Design through the delivery of leadership development solutions
- Leadership on-boarding, assimilation and transitions

### **Communicating with Impact**

- Executive presence
- Storytelling in business
- Persuasive speaking strategies
- Impromptu delivery on camera
- Experiential coaching for communication events

### **Leadership Teams**

- Coach new leadership teams onboarding or formation
- Partner through organizational transformations to maximize change management strategies
- Facilitate team dynamic channels for improved performance

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