

# Jonathan H. Ward, PCC

## Executive Summary

Jonathan has provided leadership development and coaching services to a range of leaders across a variety of business sectors during his 25-year career as an executive coach and organizational consultant. His areas of expertise include executive assessment and development, executive and high-potential coaching, strategy execution and team alignment, and organizational change.



## Background

Jonathan was an internal consultant and coach to senior leaders at Boeing, Freddie Mac, and Capital One during the first 15 years of his career. There, his work concentrated in strategic systems and corporate planning, leadership coaching and development, diversity, and cross-cultural effectiveness for executives during overseas assignments. Jonathan spent eight years as a Senior Talent Management Consultant for an international talent development company, where he specialized in executive coaching, leadership assessment and development, executive team alignment, strategy execution, and organizational change. Jonathan has continued to provide coaching and talent management consulting services on an adjunct basis with several organizations with global footprints, including the Center for Creative Leadership.

## Industry Experience

Jonathan's clients have included major pharma, aerospace, financial services, and information systems firms. He has also worked on long-term change management projects with the military, not-for-profit organizations, major universities, and the US Conference of Catholic Bishops.

## Coaching Approach

Jonathan particularly enjoys working with emerging leaders and those moving into broader leadership roles that require them to think and work systemically in an organization. He supports their work by assessing their strengths and challenges, helping them identify targeted development goals that match their personal style and their unique environment, and working with them to incorporate new thinking and behavior into their management practices. His coaching approach draws on his understandings of leadership, organizational systems and corporate culture, and change.

## **Education, Publications, and Professional Affiliations**

Jonathan holds a Professional Certified Coach (PCC) accreditation through the International Coach Federation. He received a Certificate in Leadership Coaching from Georgetown University. He has a Master of Science degree in Systems Management from the University of Denver and a BS in Psychology from Virginia Commonwealth University. Jonathan is on the adjunct staff for the Center for Creative Leadership (CCL), where he facilitates group exercises and provides integration and feedback coaching to participants in CCL's leadership programs. Jonathan is certified to administer and interpret assessments including MBTI, FIRO-B, FIRO-Business, CCL 360° assessments, Workplace Big 5 Profile, Intercultural Development Inventory, and the MRG Leadership Effectiveness Analysis 360° assessments, among others.

Jonathan is a "Solar System Ambassador," as part of a nationwide volunteer network sponsored by the Jet Propulsion Laboratory (JPL) to educate the public on current and future missions exploring the Solar System and beyond. In this role, he frequently presents to community and educational groups in North Carolina. Jonathan is currently writing a book entitled, "All Systems Go: Apollo/Saturn Launch Operations at Kennedy Space Center," which will be published as part of the Springer-Praxis "Space Exploration and Astronautics" series. Jonathan served for five years as the International Director on the Society of Human Resource Management (SHRM) Virginia State Council. In this role, Jonathan presented at conferences for SHRM on topics ranging from leading intercultural teams to HR's strategic role in offshoring. Jonathan served on the faculty of the Emerging Leaders Institute of Leadership Fairfax, Inc., where he facilitated workshops in strategic and operational planning.