

## Judith C. Spear, MS, CMC

Judi Spear's career includes more than two decades in medium and large corporate environments where she gathered invaluable experience to pave the way to create her successful management consulting practices. Since 1996, she has worked with more than 30,000 executives, managers and administrators in the public & private sector as a facilitator or executive coach. She provides leadership coaching with a focus on strengths identification and development toward improved business results. Her clients represent a wide array of top leadership positions in many areas, such as healthcare, manufacturing, financial services, utilities, education & non-profits.



Judi quickly understands her clients by using her extensive experience with personality and behavioral inventories. This enables her to fully engage them while they discover key insights that lead to meaningful change. Through her coaching they resolve issues problematic throughout their career. Her strategy is to coach them to an understanding of how their strengths can help manage their challenges in a way that feels natural. This leads to more effective behaviors, results and lasting improvements.

Judi holds a B.A. in Business Administration and English Literature and an M.S. degree in Communication and Organizational Development. She is a graduate of the Center for Creative Leadership and a facilitator for Vistage International (TEC) on the topic of Emotional Intelligence. She is certified by the Institute of Management Consultants, headquartered in Washington, DC.

### Key Highlights:

- Provided conflict resolution in a consumer-services firm, coaching the CIO to work more effectively with a strategic partner during a major technology transfer slowed by heightened competition and conflict.
- Provided business & leadership coaching to leaders in a major Health Services firm during a time of significant change in business strategy (nine executives including the CEO).
  - Assessed strategic thinking ability and coached General Counsel through targeted approaches to increase effectiveness, enabling Legal to better support goals across five Business Units.

- Provided individual and group coaching for an Executive Director as she successfully managed an organization-wide change initiative in her first 18 months in the role.
- Coached a utilities executive responsible for credit and collection resulting in more effective cross-functional working relationships and expanded business opportunities.
- Coached a financial services president to integrate talents and abilities across the senior leadership team with more focused results.
- Coached an EVP in a food services company as he drove major changes across multiple disciplines.

### **Companies I've Worked With (and Years With Each Company):**

- Bristol-Myers Squibb - 1980 – 1996:
  - Created and led the Public Affairs function for a BMS company working closely with senior management in the business unit, research and operations.
  - As a Key Manager, developed strategic initiatives and operational excellence for Internal Communication, Media Relations, Issues Management, Community Relations and Philanthropy.
  - Served on multiple division & corporate task forces to simultaneously lead & support change initiatives.
- Independent Consultant from 1996-Present (worked with more than 80 organizations ranging from 10MM to 3 Billion in revenue). Sample organizations:
 

○ First Niagara Financial Group	2003-Present
○ American Automobile Association	2007-Present
○ American Sales	2005-2008
○ Independent Health	2005-2009
○ HealthNow/Blue Cross/Blue Shield	2009-Present
○ DuPont	2006-2009
○ Lactalis America Group	2003-2009
○ National Fuel	2008-Present

### **Geographies I've Worked In:**

- USA
- Canada

### **Leader Positions I've Coached:**

- Director, Regional Director, VP, EVP
- CEO, CFO, COO, CMO, CIO
- General Counsel, Chief Medical Officer
- Executive Director
- High Potential employees identified as successors to C-suite leaders

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Developing a culturally competent communication style
- Managing change
- Building teamwork (internal/external)
- Effective conflict resolution
- Improving accountability with individuals and on teams
- Effective leadership & development of high-potential employees
- Effective delegation skills
- Assessing talent and managing performance
- Succession planning
- Process Improvement

### **Leadership Experience:**

- Founder/CEO of two consulting practices working with leaders of seven distinct specialties
- Public Affairs executive for Fortune 50 company managing complex issues for a wide range of internal and external stakeholders
- Created and facilitated Developing Personal Mastery for the Education Department in a New York State University College
- Co-developed and facilitate Personal Leadership at the graduate level in a Jesuit College.