



Claire Williams

Executive Coach & Facilitator

Claire Williams is a dynamic, sought-after executive coach, team coach and facilitator. She's trained and coached thousands of leaders in dozens of organizations across five continents, spanning orgs from the Fortune 100 to healthcare to non-profit. Claire challenges individuals, leaders, and teams to spot their unseen patterns and wake up to their big potential. She then guides clients to realize that potential through grounded action and ready-to-apply tools. Claire masterfully merges the practicalities of life and business with the complexities of being human - because both exist in the real world.

Background & Industry Experience

After an early start in the non-profit world, Claire built a fulfilling career as a leadership development consultant and coach at Fortune 50 company Target Corporation, where she designed and delivered leadership programs and coached leaders towards high performance.

After years of building her coaching business on the side, Claire launched out as a full-time external coach and consultant in 2019. Since that time, her diverse clients have included McDonald's, the Obama Foundation, WellSpan Health, Boeing, GE, United HealthCare, Mortenson Construction, and Starkey. Claire also serves as Faculty of the Executive Coach Training Program at the Center for Coaching in Organizations (formerly offered through the University of St. Thomas).

Leaders and organizations seek Claire out for her expertise in transformational development in the workplace, particularly her specialized approaches in Vertical Development, the Enneagram, and the Leadership Circle Profile 360. Claire is a Professional Certified Coach (PCC) through the International Coaching Federation. She is certified in many additional tools including Hogan Assessments, Myers-Briggs Type Indicator (MBTI), EQi 2.0 & EQi 360, and Every Conversation Matters (ECM).

When she's not coaching and facilitating, Claire writes and speaks on leadership development topics. She publishes [The Diving Board](#), a regular "business-casual" newsletter about career development, leadership, and professional growth. She's currently working towards publication of her first book.

Coaching Approach

Claire emanates warmth, wit, and a powerful curiosity, quickly creating trust, credibility, and a sense of possibility in relationships and groups. Clients say Claire infuses meaning and depth into every interaction, generating powerful dialogue, unlocking insight, and taking the conversation deeper to get to the heart of the issue. She challenges leaders beyond insight and into action, using stretch experiments and practical tools to help leaders make measurable leaps towards higher performance. Leaders who work with Claire live and lead more authentically and effectively, with the positive impacts of their growth spanning both work and life.

Example of Recent Coaching Assignments

- Chief Executive Officer (Consumer Packaged Goods): Long-standing CEO expanding and rebranding the org
- Chief Clinical Officer (Emergency Health Services): Leadership effectiveness and self-awareness
- Chief Operating Officer (Technology Consulting): Peer relationships and a merger-acquisition
- Chief Legal Officer (Foundation): Team development and cross-functional influence
- SVP of Operations (Large Healthcare System): Strategic prioritization and leading in complexity
- Executive Team & Direct Reports (Consulting): Organizational transformation and building talent bench
- Executive Team (Large Non-profit): Integrating team after Executive turnover, strategy transformation

Education

MA Organization Development & Change, University of St. Thomas
Graduate Certificate in Executive Coaching, University of St. Thomas

