



Joan Evans (MBA, PCC, NCC) Executive Coach and Consultant

Joan is a highly experienced executive who now brings her expertise to coaching and consulting with leaders across industries. Joan's passion and commitment to developing people and partnering with them to optimize their gifts and talents are foundational to her "no nonsense" coach approach. She is a gifted teacher and mentor and has designed numerous leadership programs for all levels of organizational leadership. Her understanding of culture and its importance to achieving business results has led to improvements in many key metrics for her clients. Joan has a proven ability to develop trust with even the most skeptical client and provides feedback in a compassionate and yet direct way to catalyze client change.

Background and Industry Experience

Combining business acumen, operational expertise, knowledge of leadership development and a passion for growing talent, Joan has been coaching and consulting with leaders and physicians for more than 3 decades. Joan recently left her corporate role after more than 35 years in executive leadership in health care. Throughout her career, Joan was known for her ability to achieve business goals through inspiration, visionary leadership, and a commitment to excellence. The teams Joan led received honors from The National Center for Healthcare Leadership, Press Ganey, and the Association for Talent Development. Joan serves clients across many industries including healthcare, consumer product goods, tech start-ups and academia. In addition to her own clients, Joan coaches for Epic Rivers Leadership, the National League of Nursing, University of North Texas-Health Sciences, Pilgrimage Professional Group, LAK Group, and Drexel University. She is a faculty member for Positive Coach Solutions, an ICF-accredited coach training program and is a mentor coach for new coaches.

Coaching Approach

Joan's deep knowledge and keen insight - grounded in decades of executive coaching, C-suite operational leadership, organizational development, and neuroscience studies - uniquely qualify her to understand challenges and to help clients see and act on new possibilities. Joan provides a safe space for exploring strengths and opportunities. One executive said this: "She helped me see how to grow from my opportunities without losing my authenticity of who I was at my core." And from another client, "Joan's superpower as a coach is asking just the right question at just the right time to challenge and encourage her coachees to think beyond what they believe to be possible. Her coaching is not just a conversation but moving into action." She blends her compassionate approach with thought-provoking questions to reveal fresh perspectives and clarify complex situations. Together, Joan supports her clients in creating measured and workable action plans that result in confidence, impact, and success.

Recent Coaching Assignments

- C-suite executives from healthcare organizations focused on leader transitions, elevating team performance and business turn-around
- Vice President of Treasury for a Fortune 500 global consumer products goods company: leadership transition, team development, emotional intelligence
- Executive Team of medium sized health system: cultural transformation, team development, operational performance
- CEO of hospital-system: performance turn-around, developing high performance team
- Physician leaders (Surgeons, Infectious disease specialist): leadership development, leading a team through conflict
- CEO of digital start-up: re-structure of and selection of leadership team, leader transitions, culture assessment
- Numerous academic leaders including Deans and Department Chairs of Medical Schools and of Nursing Schools: 360 feedback, personal leadership development plans, talent development

Education

Bachelor of Science, Physical Therapy, Medical College of Virginia
Master of Business Administration, UNC-Greensboro

