



## Joan Shields

With more than 25 years of experience coaching leaders through critical inflection points, Joan leverages change to develop teams, shape culture, transform leadership capabilities, and maximize business results. As a highly valued coach, thought-partner, and trusted advisor, she relies on her experience as a proven business leader in the large multinational, corporate, healthcare, and philanthropic sectors to help her clients navigate complexity. Joan creates the space for her clients to thrive under pressure by quickly gaining trust, asking thought provoking questions, and developing actionable strategies that chart a path forward.

### Background & Industry Experience

Joan began her career as a critical care trauma nurse. Her early lessons of experience were honed in the emergency rooms and cardiac surgical intensive care units of large medical centers. She quickly learned the importance of working under pressure and how teamwork, communication, and leadership impacted patient outcomes. Leaving the bedside and stepping into hospital administrative, clinical education, speaking, and organizational development roles, she relied on those early lessons to shape her understanding of leadership in action.

Her industry sector experience includes supporting Fortune 500, large multinational companies, healthcare systems, nonprofit organizations, and local governments. A sampling of her previous clients includes Proctor and Gamble, Carlisle Companies, Skanska, Fluor, CRB Group, Entergy, Shell Canada, Syngenta, Ernst and Young, PepsiCo, Kenan Flagler Business School, Robert Wood Johnson Foundation, Memorial Health System, Blue Cross Blue Shield of Kansas City, Duke University, Real Living Realtors Inc, and various city and county governments.

Joan served as Senior Vice President and Fellowship Program Officer at El Pomar Foundation, a private general-purpose grantmaking foundation in Colorado. Prior to joining El Pomar, Joan was the Managing Director for the Center for Creative Leadership's Colorado business unit. As a member of the America's Senior Leadership Team, she held profit and loss responsibility while setting the strategic direction for client, operational, and portfolio functions. Joan held dual roles as a senior leader and faculty member responsible for leading and facilitating large scale customized solutions, coaching, and open enrollment programs.

### Coaching Approach

Joan has coached all levels of leaders including CEO's, C-Suite executives, senior leaders, and early career professionals. She skillfully combines a pragmatic and intuitive approach to her work that accelerates trust and connection. In addition to coaching individuals, her coaching portfolio includes coaching senior and global cross functional teams. A Board-Certified Coach (BCC) since 2013, she is a member of the Center for Credentialing Education founding inaugural circle. Her expertise includes certifications and qualifications in a wide range of psychometric instruments and assessments for teams and individuals.

### Examples of Recent Coaching Assignments

- Global Senior Executive Team (Manufacturing): Team effectiveness in heavy M & A environment
- Global Quality Director (Engineering Firm): Increased scope and business performance pressure
- President and CEO (Philanthropy): Strengthening CEO role, chairman and board governance transitions.
- Chief Executive Officer (Large Healthcare System): Senior Team development and organizational culture change
- University Dean (Higher Education): Leadership effectiveness and succession planning
- Chief Executive Officer (Health Insurance): Onboarding to CEO role, board and executive team development
- Director Supply Chain- Sustainability: Accelerated performance coaching

### Education

BSN- Duke University  
MSN- UNC-Greensboro