



JENNIE L. WALKER

Director

Jennie specializes in developing people and organizations for success in complex, diverse, and increasingly global environments. For the past 20 years, she has provided executive education and coaching in leadership, diverse talent management and organizational effectiveness within Fortune 500 organizations, as a professor and executive in graduate business degree programs and as a consulting partner to organizations across the world. These efforts have included leading the design of executive leadership development strategies and programs in multiple formats on a global scale and with diverse audiences in North America, South America, Asia, the Middle East, Africa and Australia. Her expertise in organizational effectiveness strategy and coaching has resulted in increased employee engagement metrics, enhanced succession planning through development of formalized leadership pipelines, and rich development experiences. She has specialized expertise in DEI strategy creation and implementation, having partnered with executives across sectors to reimagine their approach for improved engagement.

Three words to describe Jennie as a coach are warm, insightful and growth-oriented. As a highly accomplished professional and mother to four young, bicultural children, she personally understands the complexity of bringing our best self to the many dimensions of our careers and lives. Her philosophy is that there is no one path to 'balance' or 'success'; there are many. Her personalized approach to coaching centers the whole person to ensure that vision, values and aspirations inform the priorities and actions that lead to positive growth, results and, ultimately, legacy. She exercises these practices in her own life as a continuous learner, avid traveler, author, scuba diver, animal lover and active sponsor of her children's varied interests.

Jennie's credentials include a Ph.D. focused on global leadership development methods (University of Denver), an M.A. and B.S. in Mass Communications (University of Colorado Boulder), and a B.A. in Spanish Language & Literature (C-1 professional fluency). She is also a SHRM-Senior Certified Professional (SHRM-CP) & certified Professional in Human Resources (PHR). Her certifications extend to many master trainer and assessment credentials including Advanced Coaching Instructor, 360 Assessment and Coaching, Change Management Instructor, Crucial Conversations Trainer, Global Mindset Inventory Facilitator, Hogan Assessments Facilitator, Human Performance Improvement Instructor, Influencer Instructor, Insights Assessments Trainer, Instructional Design Instructor, and Training and Facilitation Instructor.

Clients benefit from her active scholarship and thought leadership to inspire innovative approaches. She often presents and participates in leading conferences, such as Academy of Management, Association for Talent Development, International Leadership Association, and Society for Human Resources Management. She is well-published across books, journals and magazines, having co-authored *Developing Your Global Mindset: The Handbook for Successful Global Leaders*, *Teaching Methods in Business: Experiential Exercises in the Classroom*, and *Handbook of International and Cross-Cultural Leadership Research*. As a champion for knowledge creation, she enjoys mentoring graduate students as an adjunct professor in global leadership Ph.D. programs, as well.

Jennie is an excellent mentor, a sponsor, and a skilled professional. Jennie's attention to detail, proactive approach to life and work ethic is worth emulating, the results speak for themselves. Her generosity with knowledge and opportunities exemplifies her willingness to uplift others, especially women. Jennie is a skilled professional, a caring mentor, a committed sponsor and much more." **Executive, Insurance Firm**

I've had the great fortune of working with Jennie in two different contexts: higher education and consulting. In both contexts, Jennie was exemplary in providing structure, helping others engage systems level thinking, and consider global perspectives. I also appreciated and continue to appreciate Jennie's ability to listen with curiosity and empathy, and commitment to transparency. Jennie's wealth of experience is a key asset. This was demonstrated in her ability to have meaningful conversations with clients from different industries and support their initiatives. Whether facilitating sessions for leadership educators from around the world, or helping a client develop a DEI-focused learning journey, Jennie's ability to focus on the needs (both visible and invisible) was inspiring" **Manager, Professional Development Firm**