

# Leadership and Executive Coaching Coach Profile



***Judy O'Neil, M.A., Ed.D.***

## **COACHING STATEMENT:**

Judy knows that organizations of today are characterized by rapid change, less structure than in the past, ambiguity, and non-routine tasks. Knowing that traditional methods are inadequate to keep pace with development needs, she partners with her clients to create customized strategic development solutions that build competitive advantage, help improve business results, and foster leadership renewal. She works with leaders and organizations facing dynamic and fundamental changes and believes that the business case for development is simple - learning better and faster equals competitive advantage for individual leaders and the companies they serve.

Her approach to working with clients is based on a fundamental belief that learning best occurs using real work through repeated cycles of action. Her coaching is data-driven and integrated in real-time business challenges. The integration of learning and work, which can be called informal or incidental learning, is needed to keep pace with the rapid change. Informal learning, by definition, is non-routine because it occurs in an unsystematic, uncontrolled context.

## **EDUCATION:**

- Ed.D. Adult Education, Teachers College, Columbia University**
- M.A. Adult Education, Teachers College, Columbia University**
- B.A. Psychology, University of Rhode Island**

## **AREAS OF SPECIAL FOCUS:**

Judy is highly experienced in working with leaders facing business changes such as: globalization, deregulation, changes in distributions, and intense price competition. Some of the many key competencies she works with individual leaders to enhance include: the ability to lead rapid team development, fostering empowerment, engaging in critical reflectivity; and cultivating creativity, inquiry, and dialogue. Since the late 1980s, when as an internal practitioner she implemented one of the first action-learning programs at AT&T, she been working at the leading edge of action science and learning, with companies that have a global presence.

## **CERTIFICATIONS & AFFILIATIONS:**

Judy serves as an adjunct faculty member at Teacher's College, Columbia University in New York, where she advises doctoral students.

## **PUBLICATIONS:**

Dr. O'Neil's doctoral dissertation was entitled *The role of the learning coach in action learning*. She has authored a number of books and journal articles on her work and research. Recent publications include:

- *Understanding Action Learning*, co-authored with V. J. Marsick (due out in 2007)
- *A review of action learning literature 1994-2000—Part 1 & 2*, (2003) co-authored with P. Smith
- *Action learning* (2002), co-authored with V. J. Marsick
- *Working as a learning coach team in action learning* (2000), co-authored with S. Lamm
- *Changing whole systems: Leadership is real work at Public Service Electric & Gas, Inc.* (1999) In V. J. Marsick & K. E. Watkins.
- *Facilitating learning organizations: Making learning count*, with V. J. Marsick & K. E. Watkins.
- *Action learning: Successful strategies for individual, team, and organizational development* (1999) co-edited with L. Yorks and V. J. Marsick.

## **CAREER HISTORY:**

Dr. Judy O'Neil is President of Partners for Learning and Leadership and in that role works with companies, in the US and internationally, interested in using development and change to increase bottom line results. Prior to her work with Partners, she was principal in her own consulting firm. In addition, she spent 30 years in the corporate world focusing on human resource development and organizational change.

## **REPRESENTATIVE CLIENTS:**

The Government of Bermuda, Fidelity Investments, Ernst and Young, Norwest, VNU (Nielsen Media Ratings), Berlex Pharmaceuticals, AstraZeneca Pharmaceuticals, PSE&G, RR Donnelley, AT&T, The Mount Sinai Medical Center of New York, New York Transit Authority, and The Hartford Insurance.

Judy is based in Rhode Island. She frequently works in New York, Boston, and throughout the East Coast.