



## **Elizabeth Needham**

### **Executive Coach & Facilitator**

As an executive coach for more than 8 years, Elizabeth excels in helping leaders communicate, collaborate, manage and influence more effectively. She works with clients to establish an effective leadership style, think strategically, communicate their vision, and inspire others towards that vision. Clients get clear on their values, their strengths and how to bring the best version of themselves to their roles, their teams and their organizations. Elizabeth helps clients get clear on what is most important, how they can provide value, and how they can close any gaps that are preventing them from leading most effectively. She establishes a trusting and collaborative partnership with each client, ensuring results through clarity and accountability. Elizabeth brings energy, experience and humor, helping clients perform, collaborate and lead at their very best.

Elizabeth has worked in and with a wide range of companies, from early start-ups to well-established corporations with more than 40,000 employees. Her industry experience includes Financial Services, Biotech and Pharmaceuticals, Healthcare, Consumer Products, Technology, Higher Education, Management Consulting, Manufacturing, Entertainment, Legal Services, Insurance and Non-profits. She understands the challenges of team dynamics, managing relationships in matrixed, global and remote organizations, and innovating and adapting in ever-changing economic markets. In addition to her work as an executive coach, Elizabeth is a facilitator and consultant, helping executives, small business owners and teams expand their skills and work more effectively.

Prior to becoming an executive coach, Elizabeth spent 15 years in marketing, business development, relationship management and strategy roles in a variety of industries, including advertising, financial services, professional services, consumer products and management consulting.

Elizabeth earned her M.B.A. with a concentration in Global Studies from Babson College. While at Babson, she did coursework in Santiago, Chile, and consulting work in Hangzhou, China. She graduated Summa cum laude, Phi Beta Kappa from Bowdoin College in 1999 with a major in Sociology. She spent two semesters studying abroad in Melbourne, Australia and Grenoble, France. Elizabeth is a certified Co-Active Coach through The Coaches Training Institute, and a Professional Certified Coach through the International Coach Federation. Elizabeth is also certified in the Hogan Assessment Tools, the Leadership Versatility Index, the Leadership Effectiveness Analysis and The Predictive Index. In addition, Elizabeth is trained in the Lominger/Korn Ferry Voices 360 and Tracom Social Style assessments.

Elizabeth lives in the Boston area with her husband and two young boys. The whole family enjoys skiing, playing tennis, traveling and spending time on the ocean in Gloucester, MA.