

ASHLEY ANDERS



Ashley Anders serves as an organizational effectiveness and human performance consultant as well as a certified executive coach. Partnering with organizations, she assesses their needs and provides support in building high performing teams, creating learning strategy and structure, customizing competency-specific cohort programs, and building and facilitating high potential leadership programs.

Ashley has over 15 years of experience in the areas of government and private sector executive coaching, leadership and professional development, facilitation, organizational dynamics, team effectiveness and performance management. Through her years of experience working in a Fortune 100 company and the public sector, she has developed and coached over 600 leaders and has created leadership and professional development programs for over 120,000 employees.

At Comcast Corporation, Ashley led the high potential leadership programs by facilitating curriculum, designing action learning assignments and coaching participants. Prior to her role at Comcast, Ashley oversaw leadership training and performance management for the City of Philadelphia. She also works with universities and colleges across the United States to provide executive development programs for senior leadership.

Through executive coaching, Ashley supports leaders to become more effective in their roles and fulfilled in their careers by asking powerful questions, setting goals and removing barriers. Her approach is to help open doors for her clients by challenging them to think differently through self-discovery and awareness. She is certified in behavioral assessments tools such as the Myers Briggs Type Indicator, The Birkman™ Method, Bar-On EQI (Emotional Intelligence), DiSC, Firo-B, Personnel Decision International (PDI) and Lominger 360 Feedback Tool, Leadership Practices Inventory (Kouzes & Posner) and the CPI 260 that help clients improve performance, working relationships, team effectiveness and managing and embracing change.

Ashley obtained a Bachelor's Degree in Psychology from West Chester University, a Master's Degree in Industrial/Organizational Psychology from the University of Baltimore and an Executive Coaching Certification through the College of Executive Coaching, sponsored by the International Coach Federation (ICF). She has served on the board of the Philadelphia Chapter of the Society of Human Resource Management (SHRM) for over seven years and is certified as a Professional of Human Resources (PHR) through SHRM. She has also taught as an adjunct professor at Temple University and is on the Corporate Advisory Board for the Community College of Philadelphia since 2009. Ashley is on the Executive Board as the Alliance Relations Chair for the Professional Women's Roundtable (PWR) and is a member of Women in Cable Telecommunications (WICT). She also serves on the executive board for the nonprofit organization, *Need in Deed*, which focuses on connecting the classroom to the community for the Philadelphia Public School System.

REPRESENTATIVE ASSIGNMENTS:

Business Services Sales Leadership Program Design and Delivery (Fortune 50 Company): Designed leadership curriculum for Sales Managers to develop their skills in coaching, communication, leadership and performance management and delivered programs on an ongoing basis for newly promoted Managers.

Leadership Facilitator and Teambuilding (Fortune 50 Company): Facilitated leadership training on topics such as coaching, appreciative inquiry, giving and receiving feedback, time management, diversity and inclusion and executive presence. Provided teambuilding using team tools and assessments to increase collaboration, communication and trust within intact teams.

Government Affairs Leadership Team (Fortune 50 Cable and Entertainment Company): Coached to increase collaborative leadership behaviors, communication, and relationship building skills to help government affairs team executive on time and deliver results across 32 states.

Director, Talent & Professional Development (Fortune 100 Company): Managed high potential leadership programs from end to end, and ensured alignment with talent management and succession planning to promote over 65 percent of program graduates. Coached over 250 participants over 3 years on specific leadership competencies to improve performance.