

DOMINICK VOLINI, Ph. D.



Dominick Volini is an executive coach whose practice is informed by 25+ years of experience consulting to business leaders on organizational issues. His coaching is always in the service of the business strategy, business results, and the organization's stakeholders, as well as the individual. A common theme in Dominick's coaching is the message to increase awareness and communication or "Be Open" to feedback, to input from one's projects, to what is said and not said by colleagues, to new opportunities, and to different points of view. The simplicity of this approach replaces popular "step approaches" and is easy to remember and very effective.

Dominick understands the global nature of today's business world. He has consulted to many individuals with overseas responsibilities and has coached executives in a variety of countries in Europe and leaders in India, Australia, Singapore, Brazil, Dubai, and Mexico. He has provided coaching to individuals (upper-level managers to CEO's), intact teams and business units. Client companies have ranged from Fortune 500 to government agencies and not-for-profits. A small sample of client organizations include PwC, MedStar, J&J, BMS, W.R. Grace, Yale University, Federal Energy Regulatory Commission, The World Bank, Alcoa, Georgetown University Hospital, International Partnership for Microbicides, and N.Y. Life.

Dominick holds a Ph.D. in Clinical Psychology from the University of Windsor, Ontario, an M.A from the New School for Social Research, Graduate Division, New York City, and a B.A. from the University of California, Los Angeles. He is a New York State registered psychologist and is a member of the American Psychological Association. He is also a member of the NJ Organization Development Network. Dominick is an invited lecturer in Leadership at the Fordham MBA program, as well as Affiliated Faculty at the Center for Organizational Dynamics, University of Pennsylvania.

REPRESENTATIVE ASSIGNMENTS:

SVP for Safety (Global Chemical Company): A newly appointed SVP for Safety wanted to redesign his global function and had clear ideas on the technical aspects but recognized that he needed coaching on the change management approach. He was highly experienced and respected in his discipline but now wanted to use this new platform to focus his career on creating innovative program designs and addressing challenging issues within the Safety field. Dominick and the SVP, with the active support of the leadership team, designed and implemented a three-year program to fundamentally change the function under his leadership. The post-program feedback surveys indicated a high level of satisfaction by staff while the standard Safety measure showed significant improvement across several key criteria.

General Counsel (Large Hospital System): The client inherited a department with low productivity and a poor internal reputation. After the GC made some difficult organization changes, the entire staff was on edge with a lack of teamwork. Coaching focused on creating a campaign for the GC to communicate her vision, demonstrate recognition for productive teamwork practices, and allow people to know/understand her leadership philosophy better. After nine months, the GC's office was viewed by other department leaders as the model for best practices in employee engagement and internal customer satisfaction.

CFO (Federal Financial Institution): The highly talented CFO was admired for her ability to formulate and explain complex financial matters concisely and understandably, however in conversations and meetings she was said to be confrontational and abrupt. A coaching program with Dominick used 360-interview feedback, meeting observations, and video to determine current behavioral patterns as well as her intentions and expectations during meetings. The coaching focused on increasing self and other awareness (emotional intelligence) and practicing alternative approaches. Following nine months of coaching perceptions of the CFO shifted. She was viewed as a better listener, collaborator, and partner.