



# Deanna Senior Principal

**Contact:**

deanna@nextsteppartners.com

**Education:**

- BA University of Michigan
- PhD Columbia University

**Certifications:**

- Institute for Professional Excellence in Coaching (IPEC)
- Hogan
- AIIR Team Effectiveness Survey
- PROSCI Change Management
- Bates ExPi Executive Presence Assessment
- StrengthsFinder
- International Coaching Federation
- Meyers Briggs Type Indicator
- Neuroleadership Institute
- HRDQ Communications and Coaching Style Assessments

**Selected Clients:**

Goldman Sachs, Houlihan Lokey, Resy, Adweek, ASPCA, Columbia Business School, EHE Health, fresh (LVMH), Hines, Home Depot, KPMG, L'Oreal, MasterClass, National Hockey League, Pinterest, Sterling National Bank, Tiffany & Co., Whitesource Software, Wholesome Wave

Deanna is a pragmatist who builds strong relationships and acts boldly to identify underutilized strengths and address challenges. She helps leaders identify their motivations and values in order to tailor their leadership style and discover greater levels of success and ease in all areas of life.

She has two decades of experience coaching high-performing leaders and teams and leading talent initiatives. She was previously Head of Talent at WW (reimagined from Weight Watchers), and was VP for Global Organizational Effectiveness, Talent Management & Leadership Development at Tiffany & Co. She worked at Pfizer as part of the worldwide organizational effectiveness and consulting services team, and was a consultant at Deloitte.

Deanna holds a PhD in Organizational Psychology from Teachers College, Columbia University and a BA from The University of Michigan. She has been published in the International Journal of Selection and Assessment and Social Justice Research. She has taught the master's level coaching course and was awarded the Dean's Grant for her PhD dissertation on benefits of corporate volunteerism to the bottom line. Deanna founded the NY Chapter of Dining for Women, a global giving circle dedicated to transforming lives and eradicating poverty among women and girls in the developing world.

Deanna lives in New York with her husband and three children.

