



D.D. is a results-focused executive coach and business leader with a multiple industry background. He specializes in improving business results by equipping leaders to increase their effectiveness with their team, peers and leader(s), thus, driving stronger operational performance and higher employee engagement. He is also a skilled business consultant who focuses on improving operating performance through the implementation of organizational development/effectiveness, change management and cultural development programs/processes designed to enhance the achievement of business objectives.

With over 20 years' experience in executive level HR and operational roles at companies such as Motorola, Pfizer, AOL/Time Warner, CIGNA, MassMutual, Pacific Life and Health Essentials, D.D. has led HR, Information Technology, Facilities & Maintenance, and Marketing/Communications functions in the successful execution and delivery of business aligned team objectives/strategies that achieve results.

Some of D.D.'s noteworthy coaching projects include:

Developed a succession planning and high potential talent identification program for a Fortune 500 corporation. Developed the leadership competencies, and established an executive assessment and coaching process for the top 200 leaders. This program resulted in improved ratings (5%+) on leadership effectiveness questions on the corporation's annual employee engagement survey.

18-month executive coaching engagement with SVP, Chief Investment Officer for a Fortune 1000 financial services company. Coaching plan resulted in higher manager ratings on team and peer engagement surveys, and improved understanding/support of the investment strategies for the supported divisions.

12-month executive coaching engagement with the President for a \$2.4B division of a Fortune 500 energy services corporation. Engagement resulted in better dialogue, enhanced perception and stronger leadership with team members, peers, leader's manager and senior leadership team, based on coaching feedback and resulted in the individual being placed in a high potential development program.

D.D. attended the United States Naval Academy and Excelsior College and obtained a degree in Mathematics. He started his career as a Motor Transportation and Logistics officer in the United States Marine Corps.