



Susan Ennis is an executive development consultant with over 30 years of experience. She specializes in coaching senior executives and high potential managers. She has coached over 300 executives and at least 30 sales and marketing leaders from domestic and global companies in medical devices, retail, life sciences, asset management, and childcare. Susan coaches in Harvard Business School's Executive Education programs where she has worked with leaders from 21 countries including Japan, Nigeria, Australia, France and Columbia.

Susan is especially interested in helping people reach their potential so that organizations can realize the full contribution of executives whose social background, educational experience or cultural heritage varies from their peers.

Susan's approach to coaching is highly individualized, practical and based on helping each executive improve his/her leadership and managerial capabilities while producing business results. She uses the results of both quantitative and qualitative data gathered from multiple sources and perspectives to hone the learning objectives and coaching activities. As a founding member of The Executive Coaching Forum she has been at the forefront of establishing professional standards for the practice of executive coaching.

Susan has extensive managerial experience in large corporations and non-profits. She managed executive development, succession planning, and executive coaching at BankBoston. At Digital Equipment Corporation, Susan held a variety of leadership development positions, some with global responsibilities. At McBer, she held consulting, project management, product development and account management roles. In 2003, Susan was the acting Vice President of Learning and Development at Millennium Pharmaceuticals for 18 months. Selected client organizations include: Agios Pharmaceuticals, Berkshire Partners, Boston Scientific Corporation, Federal Reserve Bank, Fidelity Investments, and the U.S. Navy.

Susan received a BA with honors from Harvard University in an interdisciplinary major of Psychology, Anthropology and Sociology. She has a M.Ed. with honors from Northeastern University in Curriculum Design and Instruction. Susan teaches the Graduate Executive Coaching Practicum at William James College. She contributed the chapter, "Initiating Executive Coaching in Your Organization" for Executive Coaching: Practices and Perspectives and recently revised the Executive Coaching Guidelines 6th edition 2015 on www.instituteofcoaching.org.