



## Renee Charney

### Professional Expertise/Services

**Renee Charney** is the founder and principal of the **Charney Coaching & Consulting LLC —an Executive, Leadership and Organizational Coaching and Consulting Company** focused on helping leaders and organizations realize and reach their highest potential. She has over 25 years of corporate experience in coaching, learning, leadership and organizational development. With her emphasis on developing emerging and established leaders and their teams, her expertise includes coaching and facilitating individual and team growth, and leading initiatives that influence ongoing development and change. Her passion is to serve as a “thought partner” (rather than as an expert with “all the answers”) to help leaders identify and remove the barriers that get in their way of accessing and applying what they inherently know.

Her guiding principle for coaching, as well as for her life, is to achieve the balance of “*space, place and pace*” – by holding the *space* for her clients to explore, learn and take action on issues that are most challenging for them; by helping them discover and establish their optimum *place* through understanding and leveraging their values and strengths as they navigate their leadership path; and by partnering with them to identify, learn and practice ways to develop and sustain a balanced *pace* in their work and personal life.

Renee’s special interests are in leadership presence, clear communication and deepening capability and awareness so that her clients are able to develop more effective relationships, enhance performance and achieve desired business results. Through the use of instruments and assessments such as MBTI where the focus is on how type and behavior impact the leader and those they lead and the EQi, which measures one’s ability to deal with daily environment challenges and helps predict one’s success in their personal and professional life, her clients come to fully appreciate the value in committing to life-long exploration and learning.

Renee’s experience spans industries such as financial services, telecommunications, defense, travel, and non-profit organizations. She has worked with a variety of Fortune 500 companies including ADP, Colgate-Palmolive, Johnson & Johnson, Cendant, BAE Systems and Comcast.

Renee holds a Master of Arts degree in Administration and Supervision, with a concentration in business and organizational development, from Montclair State University and a certificate in Leadership Coaching (ICF accredited) from Georgetown University.

### Recent Assignments

- Comcast Corporation – built and directed a Leadership Development and Organizational Effectiveness function focused on building leadership presence and coaching capability
- BAE Systems – coached Sr. Leader to deepen capability in communication, aligning vision and mission objectives for the team, empower team and focus on strategic view and planning.
- BAE Systems – consulting and facilitated large cross-functional organizational restructuring and building of new construct, engaging and inclusive of cross-functional leadership input using multi-day World Café facilitation methodology.
- Facilitated large cross-functional team building using The Five Dysfunctions of the Team facilitation content and MBTI
- Coached New Hampshire State Agency Executive Director and team to build capability, deepen relationships and empowerment.

**Education and Professional Affiliations**

- MA, Organizational Development and Training, Montclair State University, Montclair, NJ
- Leadership Coaching certification, Georgetown University, Washington, D.C. (ICF certified)
- Qualified in Myers Briggs Type Indicator
- Emotional Intelligence BarOn EQ-i®

**Contact Information**

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