

Susan DeGenring

Consultant, DNA Consulting



Susan is a leadership development coach and strategist, delivering goal-based yet transformative leadership coaching. Using the latest neuroscience and mindfulness approaches, Susan's mission is to guide leaders in exercising the privilege of power responsibly, with more clarity, productivity and strategic intent.

She has specific expertise in coaching leaders and teams to employ practical tools and techniques to collaborate and influence across boundaries – functional, generational, geographic or psychological – a critical skill in the current uncertain, volatile world of disruptive change and hybrid work environments.

Susan uses the *Integrative9 Enneagram Assessment*, to coach teams and leaders. This powerful tool for assessing motivation helps uncover blind spots and convert them to assets, driving more sustainable change and performance. Most recently she has certified to become a mindfulness-based stress reduction teacher, employing mindfulness practices, paired with two decades of leadership coaching experience, to help clients recover from burnout and build resilience as organizational leaders.

Experience

Susan has had a successful leadership coaching practice for 22 years, working at the mid-to senior levels. She has served as the Director, Product Development for Interaction Associates, a performance improvement and leadership development consultancy. Susan also co-founded *ZOOM Collaborate*, an online coaching and leadership development company where she served as Director of Product Innovation. Earlier in her career she was a product development designer at Zenger-Miller (later Achieve Global) a pioneer in deploying the science of behavior modeling to employee development.

She studied four languages, while also teaching and managing foreign language immersion courses for global leaders at an international language institute in Johannesburg, South Africa.

Susan has built and facilitated blended learning solutions deployed for thousands of managers and

teams at Agilent, Celanese, Citrix, Deloitte-Greenhouse, Fidelity Investments, General Electric, Novartis, Provident Health & Services, Roche/Genentech, the SECU, Sirtex, and Southwestern Energy, among others.

Achievements

In her role as Product Development Director at Interaction Associates, Susan co-authored some of IA's flagship products including *Facilitative Leadership*, *Teams in Action*, *The Coaching Edge*, *Strategic Leadership Skills*, and *Essential Facilitation for Online Meetings*. *Facilitative Leadership* alone has been delivered globally to over 100,000 people. She was also the key force behind the transformation of IA's product strategy for scale and broad distribution, catalyzing a decade of robust growth. More recently, as an external consultant to IA, Susan has taken a pivotal role, beginning in 2012, in transitioning IA's workshops to the virtual blended learning environment. She's the author of *The Tipping Point for Women Leaders*, published October 2006 in *Woman MBA*.

Educational Background

Susan received a B.A. in Organizational Communication. She is a Board-Certified Coach and Professional Integral Coach. She is an accredited Enneagram Professional Coach, and is also certified to coach using the Leadership Versatility Index. She is certified with Brown University as a Mindfulness-Based Stress Reduction teacher. She completed a graduate internship in Group Facilitation at Stanford School of Business.

Susan grew up living overseas, in South America and South Africa, where her father migrated throughout his career as a global executive. She has volunteered as a community member and facilitator for the Longmont Community Justice Partnership, a Restorative Justice program in her local community.

She lives in Longmont, Colorado with her family and enjoys all the benefits and beauty that the Rocky Mountain West brings.