



Lisa Zankman

Lisa has more than 30 years of experience supporting and advising mid- and senior-level executives, physicians, and scientists in settings ranging from health care and research to financial services, retail, high-tech, biotech, academia, and the public sector. Her senior leadership roles have provided her with insights into managing leaders, staff, teams, and peers in complex organizations.

Lisa has in-depth experience coaching executives, building and managing teams, advising professionals through career changes, and helping teams and individuals to develop innovative solutions to intractable business problems. Her coaching style is pragmatic, building on a coachee's strengths and abilities to develop new leadership and management skills. Her approach is collaborative, and she has earned a reputation as being able to quickly build trust and rapport. She has enjoyed considerable success in helping executives to adopt new behaviors and communication styles to achieve goals and improve relationships with key stakeholders.

Most recently, Lisa was Senior Vice President of Human Resources for Beth Israel Deaconess Medical Center, a position she held for 10 years. Prior to that, she was a senior HR leader at companies including Star Markets, Aramark, and Fidelity Investments. She has also provided consulting services at a variety of companies in high-tech, biotech, and public utilities.

Lisa holds a bachelor's degree from Simmons College and an MBA with high honors from Boston University. She has served on the boards of the Human Resource Leadership Forum and Associated Early Care and Education, where she was the Board Chair from 2009 to 2012. She was a member of the Massachusetts Workforce Investment Board from 2005 to 2013, and she was honored with the 2011 Human Resources Award of Excellence from the Northeast Human Resources Association. Lisa is a frequent speaker at conferences and seminars locally and nationally, and she has been featured in articles in *The Wall Street Journal*, *The Boston Globe*, and in *Workforce Management*.