



Anne Hawley Stevens

Prior to her current role as Principal Consultant, Annie founded ClearRock in 2000 and was Managing Partner from 2000-2015. She has been coaching and supporting executives both domestically and in Europe for more than 20 years. While absorbing the lessons of her early experience working directly with the founders of the executive and career coaching industries, Annie has crafted a coaching protocol and roadmap based on years of industry experience coaching hundreds of executives.

Annie's first formal executive coaching engagements were in academic medicine in 1994. Shortly after that, her practice developed into other industries including biotech, healthcare, financial services, and professional services (law firms, engineering, and consulting firms).

Annie's style is direct but supportive, and she integrates the most effective elements of systems and behavioral theory, and leadership/management development practices to help coachees successfully reach their goals. She has extensive experience coaching at all levels of an organization including the Board, C-level, Senior VP, VP and Director level.

She earned her undergraduate and graduate degrees from Boston University and received her Masters in Counseling Psychology in 1980. Shortly after graduating, she made a career transition from the mental health field to a corporate setting with a Boston-area transportation firm as Director of Human Resources.

In 1984, Annie founded her own search and consulting firm. She counseled, coached, trained, and interviewed hundreds of executives country-wide. After seven years, Annie wanted a career that would combine her counseling training and business experience, and in 1991 she joined MacKenna, Jandl, and White as Director of Client Services. Neil MacKenna is considered one of the grandfathers of career and executive coaching in the country.

In Annie's first year with MacKenna, a national consulting firm, Manchester, Inc., joined forces with the company to become one of the largest career and executive coaching firms in New England. Manchester was one of the oldest executive coaching companies in the United States, having started its executive coaching practice in 1984. During her tenure, Annie advanced to Senior Vice President and was responsible for coaching and new business development.

Annie co-published an annotated bibliography on ethnic and cultural issues in counseling and has been quoted in numerous national publications including *Fortune*, *The New York Times*, and *The Wall Street Journal*. She was voted one of the top 10 coaches in New England by the readers of *Women's Business*; she has been interviewed on ABC News Radio and is an ongoing resource for the Boston media.