



## Jessica Kaplan, PCC

*Vice President and Practice Lead,  
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Jessica is ClearRock's Vice President and Practice Lead, Leadership Development and Executive Coaching. Through developing meaningful relationships, listening intently, and providing thoughtful expertise, Jessica helps leaders to unlock their own potential and that of their team. With 20 years of experience in HR, talent optimization, and leadership development, Jessica is a trusted advisor to leaders, enabling and propelling business strategy through talent. As a facilitator and public speaker, she connects groups of individuals through engaging and impactful learning experiences.

### *Speaking Engagements*

**Strategic Networking to Drive a Meaningful Career.** Research shows that networking is a key indicator of career advancement and managerial effectiveness. But many people do not know how to network in a way that leads to intentional career growth and professional learning.

Overview:

- What strategic networking is and why it's important
- Strategies to clarify your strengths and values
- How to effectively build and maintain your network
- How to get the most out of every networking opportunity

**Leveraging Behavioral Analytics to Increase Facilitator Effectiveness.** All facilitators know the incredible energy and reward that comes from genuinely connecting with participants, meeting the needs of a group, and creating a learning experience that resonates and shifts behaviors. When used responsibly and in concert with other sources of information, behavioral data can be an important tool for self-awareness in a learning environment and therefore enhance the experience for participants and the outcome of organizations.

Overview:

- Experience the benefits of assessments by completing one and reviewing results
- Discover individual needs and potential biases as a facilitator
- Understand how to leverage behavioral data (agnostic of a specific assessment) to predict needs and tailor learnings for the audience at hand

**Making an Intentional Shift to Expanded People Leadership Roles.** Being a people leader requires a commitment to embracing new ways of thinking and acting and a keen focus on relating to and influencing others to achieve results.

Overview:

- Identify your unique and preferred leadership style
- Discuss the importance of leadership versatility and flexing to meet others' needs
- Recognize what areas of growth you want to focus on to make the shift from individual contributor or a leader of smaller teams to an expanded people leadership role

**Difficult conversations; Productive Outcomes.** Difficult conversations can be uncomfortable and anxiety-producing often causing people to want to avoid them. But difficult conversations can also be ones that lead to the most growth, learning and change. So, how do we ensure difficult conversations lead to productive outcomes so that any discomfort related to them is worthwhile.

Overview:

- Understand how your drives influence your communication needs and preferences
- Learn about varying communication needs and how these needs can inform your communication approach
- Explore key components that can improve communication effectiveness
- Build skills to increase productive dialogue, including when there is conflict