



Stephen Gianotti, MBA

Stephen focuses on individual, group and organizational diagnostics and development. Stephen's areas of expertise are executive coaching, emergent leadership, strategic on-boarding, systems thinking organizational development, culture and employee surveys, focus groups, executive/team retreats, psychometric assessments, mediation and workplace harassment.

Stephen's approach is to always incorporate a *pre, during, and post* process of client engagement. This greatly increases a client's return on investment and the likelihood that the desired development changes become sustainable. This is done with a multitude of proven organizational development models, techniques, and skills-building all accompanied by a systems thinking methodology. Stephen consistently partners with clients to first fully define "desired state," then employ techniques and tools for discerning "current state" after which specific gap development plans are collaboratively created, deployed, monitored, and then turned over to the client.

Current and Past Clients Include:

Kerry Foods, Hershey Company, Scientific Systems Corporation, Texas Instruments, Thermo Fisher, Bottomline Technologies, Buderus, Fairchild Semiconductor, Boston Medical Center, Core Medical Group, Dartmouth Hitchcock Medical Center, Exeter Hospital, Frisbie Memorial Hospital, Huggins Hospital, Parkland Medical Center, Planet Fitness Management Group, Rehab III, Riverwoods, Seacoast Mental Health, Spurwink Health Services, Wentworth-Douglass Hospital, Boston College, Boston University, Cambridge Network, City Year, Dover School District, KnowledgeLink, Laconia School District, Measured Progress, National Education Association, Phillips Andover Academy, Phillips Exeter Academy, ECCO Shoes, Cigna Health, Anthem Health, NHDCYF, Graham Packaging, Hypertherm, , Jewel Instruments, Kluber Lubrication NA, Medtronic, Novel Iron Works, Ocean Spray, Osram Sylvania, Fuji, Wirebelt, Automotive Warehouse, Sanel Auto Parts, Cambridge Network.

Education and Affiliations: Bachelors – Self Designed – Teaching Through the Use of the Arts, Masters in Business Education, Certified and/or trained in 9 business and leadership assessments, Master Mentor for Talentum Empowerment Institute, Dr. Daniel Kim – Apprenticeship 2009 to 2015 – Transformational Dialogue & Systems Thinking, Mentors: Peter Senge, Edgar Schein, Robert Fritz, Donald Kirkpatrick, Margaret Wheatley, Benjamin Zander, and Robert Kegan, Currently the Board Chair for the Global Society for Organizational Learning and a member of Global Coaching Community and SoL North America.

Personal Interests:

Steve dedicates a percentage of time for pro-bono work. He is an official Zoom Safari Guide for the Elephant Havens Wildlife Foundation – Botswana; He enjoys photography, the performing arts and global travel. He is a member of a monthly spirituality group and resides in New Hampshire.