



EXECUTIVE **COACHES** 2025



LEADERSHIP RESEARCH INSTITUTE





Joelle K. Jay, Ph.D.

Director, LRI, MCC

Joelle K. Jay, Ph.D., is a Director for the Leadership Research Institute, and an award-winning executive coach, popular keynote speaker and nationally-recognized author on personal leadership. She has nearly 25 years of experience partnering with Fortune 500 businesses, C-suite leaders, and executives to enhance their performance and maximize business results.

Joelle leverages strong expertise in executive leadership, personal leadership, and women in leadership, as well as advancing, developing and retaining talent to deliver greater value and bigger impact. Joelle's insights and guidance bring a deep awareness of what it means to be a leader in a time of transformation for companies like Microsoft, Adobe, Accenture, and more.

Joelle earned a Ph.D. in Education and Leadership from the University of Washington and an M.A. from Boston University. She is a Master Certified Coach (MCC) with the International Coach Federation. She is an avid skier and enthusiastic traveler, and enjoys living near beautiful Lake Tahoe, where she is bravely taking up golf and being trained by Dolce, her vivacious Corgi.



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John R. Streitmatter, MBA

Director, LRI

John R. Streitmatter, MBA, is a Director at the Leadership Research Institute (LRI), specializing in building leader credibility amid turbulent market and organizational dynamics. He serves as an executive coach, trusted strategic advisor, and facilitator to leaders to enable them to clearly articulate a future vision and strategy, and then engage their followers to achieve it. John is known for his ability to synthesize discussion to its essence and integrate seemingly disparate data and points of view together into agreement and action.

Before joining LRI in 2005, he held various roles in Human Resources, Operations, and Business Management at companies like Amoco Corporation, American Express, Capital One, and SunTrust Bank.

John holds an MBA from Harvard Business School and a BS with Distinction in Management and Organizations from Indiana University. He is certified in the Marshall Goldsmith Stakeholder Centered Approach to Coaching for Behavioral Change.

John is also actively involved in his community, serving on the boards of several organizations. He lives in Florida with his wife, Michele.



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Dennis Volpe

Director, LRI, PCC

Dennis Volpe is a Partner with the Leadership Research Institute specializing in Executive Performance, Personal Leadership, Team Effectiveness, and Small Business Coaching. Dennis is an ICF Professional Certified Coach (PCC) through the Columbia University Executive Coaching Program. Dennis is known for his ability to get leaders and teams refocused on what really matters to accelerate and elevate their performance and get to their definition of success faster.

Dennis' understanding of leadership comes from over twenty years of operational experience as a career Naval Officer to include Command at Sea; multiple overseas deployments; several years as an instructor and rugby coach at the United States Naval Academy; and over 2500 hours of executive and small business coaching across a multitude of industries and geographies. Dennis is currently an Executive Coaching Fellow with Columbia University.

Dennis is a graduate of the United States Naval Academy. Dennis earned his Masters of Science in Leadership Development from the Naval Postgraduate School and his Masters of Art in National Security from the Naval War College.

Dennis is an entrepreneurial investor, a mindfulness practitioner, a veteran mentor, and a recreational triathlete. He lives in the Atlanta area with his wife, Amanda, and their dog, Koa.



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Lori Evans Ermi

Principal, LRI, PCC

A Principal of the Leadership Research Institute, Lori has 30+ years of corporate, leadership and consulting experience and is a Georgetown University trained ICF Professional Certified Coach (PCC). She has led initiatives in talent development, team effectiveness, succession planning, training, facilitation, executive coaching, change management, and strategic planning. Recognized as a high potential at The Procter & Gamble Company, she has vast experience in global sales, marketing, and HR leadership. Lori served in the C-Suite as the Chief Administrative Officer (CAO) for a DC-based IT government contractor leading efforts in HR, Talent Acquisition, Marketing, Communications, Investor Relations and admin functions. As Director of Talent Development at Fannie Mae, Lori managed the enterprise-wide talent management strategies and systems, and executive development program design.

Lori understands the complexity, responsibility, and pressure of leading first-hand. Her pragmatic approach and relationship-oriented style establish trust and credibility quickly setting a safe space to coach the whole person, not just a work persona. Clients appreciate her business focus and real-world perspective. She has served on the Boards on non-profits.

Lori is a mom to 18-year-old and 33-year-old daughters, and pup Oreo. She loves being outdoors, travel, wine country, musical theater, pickleball, golf, and cooking.



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Jan Day Gravel

Executive Coach, MCC

Jan is a consultant with the Leadership Research Institute (LRI), specializing in leadership development for Fortune 500 companies. During the last fifteen years, Jan has partnered with Dr. Joelle Jay to bring the philosophy of personal leadership to thousands of leaders around the globe. She has successfully led The Leadership Circles Program™ to attract, retain, and engage top talent in organizations such as Adobe, MetLife, Microsoft, and Capital One.

Jan has over thirty five years of experience with clients in multiple industries. She is the only person in the United States who has created and directed five community leadership programs at one time.

Jan earned her Master of Arts in Conflict Resolution with an emphasis on building effective community coalitions from Antioch University. She holds a Master Coach Certification (MCC) from the International Coach Federation with more than 5,000 hours of experience coaching leaders at all levels.

Jan has served as a guide on leadership pilgrimages to Egypt and traveled the world to experience sacred sites at Machu Pichu, Lake Ireland, and Wales.



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Liz Quinn

Executive Coach, PCC

Liz Quinn is an ICF Professional Certified Coach (PCC), with vast experience working in high tech for the past 31+ years with deep experience in HR business partnering and organizational development within high growth technologies companies like Apple and Adobe. Most recently, as Director, Business Partnering, she was a recognized trusted advisor to VP and C-Level executives across Adobe. She possesses a deep understanding of organizational dynamics and how to successfully navigate the matrix. She has worked with hundreds of executives and leadership teams to strengthen their impact and deliver strong results. Committed to growing and building the next generation of women leaders, Liz has been a leader of, then one of the Executive Champions, and now a coach and facilitator in The Leadership Circles Program™ for more than a decade.

Liz retired from Adobe in March 2023 to fulfill her vision to help clients reconnect with their purpose and live in alignment with their passions, gifts, and talents. She is passionate about working with individuals who are in key leadership transitions to partner and create a clear strategy and plan for success.

She is an International Coaching Federation certified coach and serves as the board chair for [Kara](#), a non-profit grief support agency in Palo Alto, CA. She lives in Los Altos with her Havanese dog, Chloe.



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Mónica Herrera

Executive Coach, PCC

Mónica is an ICF Professional Certified Coach (PCC), facilitator, and leadership consultant inspired to partner with her clients to transform the ordinary into the extraordinary. She is inspired by the discovery process, where clients develop the skills, emotional intelligence, and resilience needed to become stronger leaders, applying their sense of purpose and meaning to both work and life.

Mónica has worked with leaders and teams from global organizations such as Mondelez, Accenture, Capital One, and Sykes, among others.

Drawing on her professional background in banking, finance, and strategic business, Mónica brings a solid foundation to her consulting and coaching work. She graduated from Georgetown University's Executive Leadership Coaching program and teaches Executive Coaching in Latin America.

Passionate about continuous learning, Mónica is certified in assessments such as the Leadership Circle and EQi 2.0 on emotional intelligence. She is also enthusiastic about learning new languages. Each year, she invests time and energy into attending global, world-class leadership programs to enrich her knowledge and perspective on leadership and human development.

Mónica lives in her home country, Costa Rica with her husband and four children.



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Adena Johnston

Executive Coach

Adena is a certified Master Corporate Executive Coach, leader with deep corporate executive experience, including P&L oversight and developing people-leaders. She now coaches senior executives and emerging leaders across industries, with particular expertise in media, professional services, and higher education. Her career has included roles as Vice President for Talent Development at a women-owned HR consulting firm, president of a corporate university, and leadership roles in start-ups, turnarounds, employee engagement, and large-scale change initiatives.

Known for helping leaders get unstuck and move forward with confidence, Adena emphasizes self-awareness, courage, and strong professional relationships. She coaches with absolute confidentiality, combining a strengths-based approach with candid feedback to expand her clients' perspectives.

She is the author of *Growing Forward: An HR Guide for Adaptive Talent Management* and holds a Doctorate in Management from Thomas Jefferson University, an MS in Organizational Dynamics and Executive Coaching Certification from the University of Pennsylvania, and an MA in Sociology from Case Western Reserve University. Adena has taught leadership and sociology in Philadelphia as an adjunct professor and served as an Educator for Duke Corporate Education.

Married for over 30 years, Adena enjoys her rain garden, writing, and mentoring first-generation college students.



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Janet Sullivan

Executive Coach, PCC

With 25 years as a Human Resources executive and nearly a decade as an executive coach, Janet Sullivan brings deep expertise in leadership development and organizational effectiveness. She partners with senior and mid-level leaders to navigate complex challenges, strengthen executive presence, and lead with clarity and impact. Her coaching helps leaders sharpen strategic vision, adapt to change, build resilience, and foster strong, high-performing teams. Focused on measurable results, Janet supports clients in aligning their strengths with organizational goals to achieve lasting success.

Janet is a certified executive coach through Georgetown University's Transformational Leadership Coaching Program. She holds a Professional Coaching Certification (PCC) with the International Coach Federation (ICF). She also holds a Master's Degree in Strategic Human Resources and a BA in Psychology.



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Karen L. Boskemper

Executive Coach, MCC

Karen is an ICF Master Certified Coach (MCC) and Learning Consultant with 18 years of proven leadership development experience.

Karen's approach to leadership development is to support leaders in upgrading their "inner operating" system. Her focus is to work with leaders to increase their self-awareness, and to understand the relationship between their habitual patterns of action and the associated internal thoughts and assumptions that drive their current results. Karen specializes in applying Positive Intelligence, a recent breakthrough coaching technology, to foster peak cognitive team and group performance, and the individual formation of highly effective leadership traits. Karen also has extensive cross-cultural and diversity experience having worked with leaders in North America, Europe, Asia, and South America.

A representative sample of Karen's client list include: Amazon Web Services, Adobe, Cisco, Microsoft, Capital One.



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Kate Gigax

Executive Coach

Kate is a certified executive coach and virtual facilitator with leadership experience in management consulting and Human Resources. She partners with clients who seek to find, reconnect with, and explore their authentic genius. Her clients, who are predominantly women in their second act of life, realize the thinking and behaviors that served them well in their first act may need to shift as they invest in what matters most. She supports her clients to set an inspiring vision for the future and to design empowering beliefs and behaviors that align with the vision.

As an imperfect mother of two young children, Kate has a passion for partnering with working moms to design and redefine their identities as professionals and mothers to lead a fully integrated life, led with intention. Kate has worked with leaders and teams from organizations such as Salesforce, Sony PlayStation, Microsoft, Virgin Orbit, Accenture, and Twitter. She is a regular contributor on Thrive Global, an avid Peloton rider, and a surprisingly inflexible yogi.



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Kisha Wynter

Executive Coach, PCC

Kisha Wynter is an ICF Professional Certified Coach (PCC) with extensive corporate experience in Fortune 500 companies in leadership development, human resources, and consulting. She has led initiatives in training, facilitation, talent development, team effectiveness, cultural transformation, change management, and leadership coaching. She held various leadership positions at Citicorp, and General Electric including as GE's Global HR Leader, Americas for the company's premier leadership development program where she designed an initiative for high potential women to build their executive presence, and influencing skills so that they can step into leadership roles in the US, Africa, Europe, Latin America, Asia & the Middle East.

Kisha loves traveling to learn about different cultures. Although she only grew up speaking English, she has the goal to become a polyglot as an adult to further her understanding of global cultures, people, and customs. She is currently learning French and Portuguese after years of advancing in Spanish. Kisha currently resides in Stamford, CT.



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Lori Blander

Executive Coach, ACC

Lori Blander, MS, ACC, has been a development and coaching professional for over 25 years, specializing in increasing the capabilities of organizations and people. She works in collaborative partnership her clients to assess the current state, desired future state, and co-create solutions that work towards achieving vision. She has coached and consulted both internally and externally in both private and public sector in the medical, financial, technology, utility, manufacturing, academia, and scientific research industries and has been an adjunct professor in the Human Resource Development Masters Program at Towson University.

Lori has worked with large corporations, government agencies, small businesses, and non-profits in the areas of coaching, change management, leadership development, team dynamic/effectiveness, performance management, strategic planning, corporate redesign, and cultural transformation. She has worked with executive leaders, board members, mid-level leaders, and front-line employees, while driving them towards results. Lori provides a framework and guidance through each process that allows clients to plan, analyze, change, reach potential, achieve vision, and institute new mindsets and best practices.

Lori resides in Lisbon, Portugal. She loves good music, good food, good movies and theater, and is a self-proclaimed sports nut. She has a passion for foreign cultures, has traveled to all 7 continents, and believes she was put on this Earth to see it.



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Michael A. Dyer

Executive Coach, PCC

Transforming Leaders from the Inside Out

Michael “Duffy” Dyer isn’t a typical coach—he’s a catalyst forged in real leadership crucibles. A retired U.S. Marine Colonel, Antarctic Operations Director, and founder of **DYER Global Solutions**, his defining moment came underwater—escaping a sinking helicopter and realizing one enduring truth: leadership starts within. Across four decades, he led through crisis to command **Marine Corps Air Station Iwakuni, Japan**—a multinational installation of **8,500 personnel** and a **\$2.4 billion modernization** uniting cultures, governments, and global partnerships. These experiences shaped his conviction that inner mastery drives lasting, values-aligned impact.

Through his **Noble Intent Leadership** approach, Duffy, an ICF Professional Certified Coach (PCC), partners with executives, officers, and emerging leaders to unlock authentic leadership—cultivating calm confidence, inner wisdom, and realization of their highest potential. His transformative work builds clarity, composure, and courage under pressure while deepening trust across teams.

In a world hungry for grounded, heart-centered leaders, Duffy stands apart—one who’s lived the journey from turbulence to transformation and continues to guide others. For those who seek presence, conviction, and enduring impact, he’s the coach who’s lived it, led it, and walks beside others to do the same.

Lead with Courage | Transform through Presence



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Nikki Patterson

Executive Coach

Nikki has over 15 years of experience in corporate leadership and team development, program design, leadership coaching, operations, sales and facilitation.

Nikki spent 12 years at Google, most recently as a coach and organizational consultant, supporting Google's top leadership. Nikki was also the Director of Talent Management and Organization Development at an edtech company 2U before starting her own consulting practice. She utilizes a unique blend of change management, adult development theory and coaching to help her clients to get crystal clear on their personal vision of success and supports them in taking intentional action to make that vision a reality.

Nikki has experience partnering with clients on building and leading effective teams, career development, prioritization, developing resilience, and decision making. She has a master's in organization development and is an International Coaching Federation certified coach. Nikki has worked with leaders and teams from organizations such as Google, Accenture, Tiffany, Avaya, Lego, Salesforce and Philips.



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Raluca Graebner, Ph.D.

Executive Coach, PCC

As an executive coach, facilitator, and leadership consultant, Raluca has supported Adobe leaders for the past 13 years, helping them accelerate their growth and fulfil their full potential, in addition to working with other multinational organizations, such as Microsoft, Apple, and the World Bank. Her coaching explores beneath the surface to understand personal motivations and mindsets that drive deep, embodied change.

Driven by her particular interest and passion, a part of Raluca's work focuses on female executives, helping them lead, succeed, and thrive.

Raluca holds a PhD in Organizational Psychology from George Washington University and is an ICF Professional Certified Coach (PCC) with more than 1,000 coaching hours of experience. Raluca is Romanian/American/British and now lives with her husband and two daughters in London. She is a published author on the topic of leadership –you can read her articles at www.leadership361.com or listen to her Audible Original series, *How to Work with Anyone*.



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Sharrón A. Dean

Executive Coach, ACC

Sharrón is an accomplished educator, Leadership Coach, and Human Capital Consultant with proven experience in leadership and development. Sharrón's passion is working with women leaders to enhance their leadership capacity, and self-actualization.

Sharrón is an experienced equity practitioner who managed company wide diversity initiatives for a leading hospitality employer, HMSHost, co-leader of small groups formed to deepen knowledge, and awareness of the intersectionality, race, color and culture and subsequent impacts within communities and the workplace. Additionally, Sharrón is a Human Capital strategist, who successfully aligns functional objectives to meet organizational and individual goals while leveraging inclusion.

Sharrón holds a Master of Science in Organizational Management and is a graduate of the Georgetown University Certified Executive Coaching Program and the Georgetown Diversity, Equity, and Inclusion Program. She earned an ACC credential from the International Coaching Federation and is a Certified MBTI, 360 Leadership Circles Profile facilitator.

With a deep understanding of organizational dynamics, Sharrón can create interactive learning experiences that translate into observable job behaviors. Some of her clients and employers include Goodwill II, WETA, UMBC Shady Grove, Walmart, Capital One, Adobe, Thurgood Marshall College Fund, WMATA, and Air & Space Forces Association.



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Terry Britton

Executive Coach, PCC

Terry is a certified leadership and DEI coach, facilitator, and champion, credentialed as a Professional Certified Coach (PCC) by the International Coach Federation. Her passion includes working with leaders to become courageous, bold, inclusive, and authentic. Specifically, she is experienced in supporting her clients in capitalizing on strengths of their teams, re-inventing new approaches and perspectives, supporting and championing ongoing organizational change, and promoting and creating inclusive and safe environments that embraces diversity. She has also developed, facilitated, and coached in numerous leadership development programs.

Terry has worked with leaders and teams from organizations such as the World Bank Group, Inter-American Development Bank (IDB), Freddie Mac, SKF, Booz Allen Hamilton, and MedStar as well as federal agencies such as the Department of Defense, National Security Administration, Customs Border Protection (CBP), the National Park Service (NPS), EEOC, and the Office of Personnel Management (OPM).



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Valerie D'Costa

Executive Coach, PCC

Valerie is an Executive Leadership Coach and Consulting Associate with the Leadership Research Institute, and an ICF Professional Certified Coach (PCC). She uses her 30 years of international experience as a lawyer, technology and innovation specialist, and facilitator to coach leaders around the world - particularly high potential women - to succeed and thrive.

Valerie focuses on developing an authentic and centered presence, and values-based leadership. With her emphasis on coaching underrepresented groups, Valerie sees her coaching practice to support greater diversity, equity, and inclusion in the world. She also emphasizes cross-cultural communications skills, using her deep international experience. Prior to coaching, she grew a range of international technology initiatives at the Wikimedia Foundation and the World Bank, including a landmark Women's Economic Empowerment Program.

In 2016, Valerie gave a TEDx talk entitled "Think Circles, Not Pyramids" on how international development efforts could have greater impact. Valerie lives in Washington D.C. A native of Singapore, Valerie thinks Singapore food is the best in the world. She enjoys supporting local D.C. theater and loves brisk spring or fall hikes.



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Wendy Swire

Executive Coach, PCC

Wendy is a certified leadership coach, trainer, author, facilitator, and consultant. Her passion is working with leaders and teams to help them navigate through change through increased self-awareness, adaptability and making intentional choices that align to purpose, values, and strengths.

She has experience working with Fortune 100 companies, federal agencies, and international NGO, working in the US and globally.

Wendy specializes in applying brain-based techniques to help her clients increase resiliency, form new habits, optimize peak cognitive performance, and enhance creativity/innovation. As the founder of DC Neuroleadership Group, she has taught applied neuroscience techniques to diverse audiences ranging from corporate executive teams, US military leaders and executive coaches. She is a Mastery Level Mental Fitness/Positive Intelligence coach and facilitator for the PQ organization.

Her clients include Microsoft, Sony Pictures, Capital One, Adobe, Credit Suisse, Federal Reserve Board, SEC, Accenture Digital and Under Armour.



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