



Jennifer Owen-O'Quill, PCC, MDiv

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Strategy, OD, DEI Consultant Executive Coach Facilitator Public Speaker

A transformational change agent with 25 years of experience leading organizations, I shape organizations for excellence and accountability. My success lies in my capacity to create positive organizational culture and cultivate successful change. I possess the ability to listen, build consensus, create strong, shared vision, and develop mission-driven teams. These skills, combined with an ethical lens of equity, diversity and inclusivity, frame my approach to client engagements and focus my personal leadership. In every engagement I ensure my clients achieve their strategic priorities.

Trust Builder

Trust-building is central to a team's capacity for creativity, innovation and change. My training, both as a Minister and a Conversational Intelligence™ practitioner, provide me with a range of modalities to engage people and teams in experiences that foster trust. My personal touchstones figure into my success: compassion wed to full candor, a strong commitment to listen with curiosity and ask the deeper questions so that teams learn to be more curious than judgmental. These touchstones have earned me a reputation as someone who can deliver climates of trust, candor, creativity and innovation that shape high-performing, diverse executive teams. As a natural strategist and a committed ethicist, I've become a trusted thinking partner to leaders and executive teams for both business and people strategy.

AREAS OF EXPERTISE

Strategic Planning ♦ Succession Planning ♦ Organizational Design & Development ♦ Diversity Equity & Inclusion
Talent and Leadership Development ♦ Onboarding ♦ Recruiting ♦ Training and Development ♦ Instructional Design
Executive and Team Coach ♦ Communication Skills and Strategy ♦ Facilitation Design and Delivery ♦ Public Speaker
Change Management ♦ Data Collection, Analysis, Synthesis and Reporting ♦ Trusted Business Partner

CURRENT PROFESSIONAL HIGHLIGHTS

Current Roles: President and Founder, Aspire Leadership Consulting
President, Owen O'Quill Consulting
Affiliate Consultant, Fortify Leadership Group
Affiliate Consultant, Vertias Culture
Principal Consultant for Leadership and Strategy, Voltage Leadership Consulting

PROFESSIONAL HIGHLIGHTS

- ♦ Creates and implements succession planning strategies for organizations and business segments.
- ♦ Pairs coaching and team development to ensure successful Executive onboarding.
- ♦ Designs and delivers strategic planning/thinking environments for C-Suite, Sr. Leaders, Teams.
- ♦ Equips leadership teams and their organizations to rapidly scale.
- ♦ Assesses client culture for explicit and implicit organizational and team performance obstacles.
- ♦ Facilitates business segment restructuring.
- ♦ Develops comprehensive talent engagement and retention strategies.
- ♦ Transforms communication cadence, practices, and skills within organizations, ensuring organizational alignment.
- ♦ Provides ongoing executive and team coaching to C-suite and senior leaders.
- ♦ Creates and delivers curriculum for Voltage Leadership Adademy (see "Specialized Skills").

RECENT ACCOMPLISHMENTS

- ♦ Facilitated comprehensive Executive Team engagement to build trust, team fuctionality and strategic execution.
- ♦ Created and implemented succession strategy for CEO/senior leadership of large not-for-profit. Facilitated comprehensive Executive Team engagement to build trust, team functionality, and strategic execution. Result: disbanded "C" Team of four 50+ white men, created "E" Team of 7: 3 white men, 1 woman of color, 1 disabled woman, and 2 white women. Company subsequently achieved highest performing year in its history.

- ◆ Developed comprehensive talent development and engagement program enabling a tech company to quadruple in size in 30 months, becoming a regional leader.
 - Coached CEO and COO to re-shape 5 person, all white male executive team into more diverse team of 6: 2 white women, 1 woman of color, 3 white men. Attention paid to neuro-diversity.
 - Created and facilitated strategic engagement with executives, exec team, and high-performing leaders.
- ◆ Provided 1:1 coaching and team development to President, VP and Director level College and University leaders and faculty, including members of Commission on Institutional History.
- ◆ Delivered comprehensive coaching and training experience for high potentials at large not-for-profit. Result: 61% promotion rate of participants. 35% increase in racial, ethnic and sexual diversity at Manager and Director level.
- ◆ Equipped CEO and executive team for aquisition, ensuring 100% retention of staff in transition.
- ◆ Provided change management coaching and consulting to organization preparing for regulatory changes.
- ◆ Engaged by large health system to provide leadership development to high potentials resulting in 90% retention and 58% promotion rate for participating nurses.
- ◆ Provided strategic facilitation for workforce realignment of Fortune 500 company with 20,000+ employees.
- ◆ Facilitated ongoing interdisciplinary cohort of for-profit and not-for-profit women CEOs.

SPECIALIZED SKILLS

Change and Conflict, Productivity and Accountability, Creativity and Innovation, Culture Development

- ◆ Building change management, change metabolism, and change resilience within organizations.
- ◆ Equipping leaders, teams and organizations to successfully manage conflict.
- ◆ Expanding productivity with Time Design tools and the Process of Accountability.
- ◆ Fostering climates of diversity, creativity, inclusion and innovation using Conversational Intelligence™ tools.
- ◆ Cultivating collaborative, high trust, inclusive cultures across disciplines and contexts (ex: faculty-administration; physician-nursing; engineers-project managers; product-regulatory).

CERTIFICATIONS AND ACHIEVEMENTS

- ◆ Certified Diversity, Equity, Inclusion and Belonging Facilitator, Veritas Culture, 2022-2025
- ◆ Certified DISC Assessment, TTI Success Insights, 2020-2022
- ◆ Member and Expert Panelist, Forbes Coaches Council
- ◆ PCC Certified International Coach Federation (ICF) Coach, 2019-present
- ◆ Winner: Roanoke Regional Chamber of Commerce Business-to-Business Business of the Year, 2018
- ◆ Healthcare Coaching Certificate, Healthcare Coaching Institute at Virginia Tech, 2017
- ◆ Certified in Conversational Intelligence™, CreatingWE Institute Benchmark Communication, 2016
- ◆ Clergy Sexual Ethics Certificate: Christian Church in VA, 2017; Wesley Theological Seminary, 2015
- ◆ Ordained, Fellowshiped Minister in Good Standing, 2001-present
- ◆ Healthy Professional Boundaries Certificate, United Church of Christ/Disciples of Christ, 2013

PUBLICATIONS

- ◆ *Forbes* feature article, “Overcoming 3 Obstacles to Effective Feedback,” 2020
- ◆ *Forbes* feature article, “Avoiding Failure at the Top: the Key to Successful CEO Succession,” 2019
- ◆ *Forbes* Expert Panelist, “15 Ways to Banish Negativity and Embrace the Positive in Life,” 2019
- ◆ *Forbes* Expert Panelist, “13 Key Strategies to Remember When Planning for the New Year,” 2019
- ◆ *Forbes* Expert Panelist, “15 Common Pitfalls to Avoid as a New Business Owner or Entrepreneur,” 2019
- ◆ *Forbes* Expert Panelist, “15 Coaches Share How Introverted Leaders Can Succeed in an Extroverted World,” 2019
- ◆ *Forbes* Expert Panelist, “12 Techniques for Managers to Encourage and Maintain Their Team’s Creativity,” 2019
- ◆ *Forbes* Expert Panelist “9 Personal Development Techniques Worth Your Time,” 2019
- ◆ *Forbes* Expert Panelist, “Is Your Business Overwhelmed By Heavy Workloads? Here are 10 Signs to Look For,” 2019.
- ◆ *Forbes* Expert Panelist, “Is Your Company’s Culture Toxic? Here’s How to Tell,” 2019
- ◆ Blog, Voltage Leadership Consulting <https://www.voltageleadershipconsulting.com/blog/>, 2016-present.

Sample: Culture Shapers	Who Is In the Room?	Learning to Receive Feedback	Sucker Punched
Check Your Assumptions	Recapturing Civility	Can Anything Grow Here	Impact vs. Intention

EDUCATION

- ◆ **Healthcare Coaching Institute Certified Healthcare Coach, 2017**
Virginia Tech, Blacksburg, VA
- ◆ **Master of Divinity, 2001**
Meadville Lombard Theological School, an affiliate of the University of Chicago, Chicago, IL
Winner: Clayton Bowen Prize for New Testament Studies
Winner: Raymond Charles Billings Prize for Excellence in Religious Leadership
- ◆ **Bachelor of Arts, Dual Major in History and Dance, 1992**
Scripps College, Claremont, CA
Senior Thesis: "Images of War in the American Musical Film 1935-1949"

PREVIOUS WORK EXPERIENCES

MINISTRY

Summary

I served for 16 years in ministry in urban, sub-urban and rural settings. I have served as Senior Minister, Consulting Minister, in Campus Ministry, as Executive Pastor, and Church Planter. As a congregational minister I led traditional, contemporary and emergent church cultures. I specialized in building contextually relevant ministries, and had a strong interest in spiritual discernment and spiritual leadership. During my tenure as Senior Minister I experienced strong growth trajectories for every marker of congregational success: attendance, ministry participation, membership, stewardship, and community impact. In 2007 my husband and I founded Micah's Porch, a successful multi-cultural, multi-ethnic entrepreneurial ministry and church plant in Chicago.

During these years I also served in many volunteer capacities both within the local community and for my Seminary, where I was Treasurer and then President of the Alumni/ae Association. I also served as Trustee on the Seminary's Board. My Development background served me well, and congregational stewardship was at an all time high, year over year, in each of my ministry placements. Additionally, organizational processes and systems improved in each setting, with organizational restructuring of both volunteer and staff roles undertaken to improve congregational performance and optimize growth capacity.

Tapstry Congregation, Contract Minister, Mission Viejo, CA 2011-2013

Successful turnaround ministry to a church in decline.

Micah's Porch Community Church, Executive Pastor, Chicago, IL 2007-2011

A new, emergent church is planted in the heart of the City.

Second Church of Chicago, Senior Minister, Chicago, IL. 2002-2009

An urban church grows, discovering ways to be contextually relevant.

Eastrose Fellowship, Consulting Minister, Gresham, OR. 2001-2002.

A small rural church commits to growth.

INSTITUTIONAL ADVANCEMENT

Tucker Maxon Oral School for the Deaf, Director of Major and Planned Gifts, Portland, OR. 2001-2002.

- ◆ Responsible for \$6 million Capital Campaign and development of Planned Giving program.
- ◆ Solicited and secured five and six figure gifts.
- ◆ Provided research, strategy and materials to the Executive Director for 7 figure asks.
- ◆ Supported and coached Board of Directors, Campaign Cabinet and Executive Director to achieve Annual Fund, Capital Campaign and Planned Giving goals.

Meadville Lombard Theological School, Associate Director of Development, Chicago, IL. 1998-2000.

- ◆ Directed and managed Annual Fund, expanding annual giving 225% over FY 97-98.
- ◆ Provided President with research, strategy and materials for 6 and 7 figure asks.
- ◆ Solicited and secured all gifts under \$100,000.
- ◆ Developed new marketing strategy for all publications and web, with holistic, focused message.
- ◆ Grew board fundraising capacity ten-fold.
- ◆ Streamlined departmental systems; created structured, documented gift procedures; organized special events.

PERSONAL INTERESTS

I sail.

- ◆ For our 10th anniversary my husband and I sailed a 35-foot Beneteau from Bellingham, WA through the San Juan Islands to Victoria, BC and back. We both sailed competitively in our 20s.

I dance.

- ◆ I was a semi-professional ballet dancer until a serious accident stopped my professional career.

I hike.

- ◆ We recently had a great time hiking McAfee's Knob locally, and regularly tour our national parks.

I love puzzles.

- ◆ But most of all, I love spending time with my family: my husband, David and son, Daniel.

CLIENT ENGAGEMENTS and REFERENCES

Recent Clients by Service Category

Facilitation Clients: Carilion Clinic, Corvesta/Delta Dental, Council of Community Services Virginia, Dabney S. Lancaster Community College, Goodwill Industries of the Valleys, Montgomery County, New River/Mount Rogers Workforce Board, Polymer Solutions Inc./SGS Group, Torc Robotics/Daimler, US Department of Justice, Vistar Eye Centers, Washington and Lee University.

Organizational Development and Design: Boys and Girls Clubs of SWVA, Carilion Clinic, Council of Community Services Virginia, Dabney S. Lancaster Community College, Goodwill Industries of the Valleys, Inorganic Ventures, New Horizons Healthcare, Newport News Shipyards, Polymer Solutions/SGS Group, PowerSchool (formerly Interactive Achievement), Torc Robotics/Daimler, Washington and Lee University.

Organizational Succession and Strategy: Branch Civil, Carilion Clinic, Council for Community Services Virginia, Electronic Data Manufacturing (EDM), Goodwill Industries of the Valleys, Habitat for Humanity, Inorganic Ventures, Interactive Design Group (IDG), New Horizons Healthcare, Polymer Solutions/SGS Group, Salem Sox/Fenway Sports Group, Torc Robotics/Daimler, Uncork-It, Virginia Lutheran Homes/Brandon Oaks, Washington and Lee University.

Leadership Training and Development: Barrows Inc., Boys and Girls Clubs of SWVA, Canatal Steel, Carilion Clinic, City of Raftord, City of Roanoke, CMR Institute, Coordinated Services Management, Corvesta/Delta Dental, FoxGuard Solutions, Goodwill Industries of the Valleys, Institute for Orthopedics and Neurosciences, Montgomery County, New-River/Mount Rogers Workforce Board, Novozymes Biologicals, Polymer Solutions, Roanoke Blacksburg Technology Council, Roanoke Regional Chamber of Commerce, Regulatory Affairs Professionals Society, Torc Robotics/Daimler, Town of Blacksburg, Town of Christiansburg, Town of Pulaski, Vistar Eye Centers, WDBJ-7, Washington and Lee University, Yokohama Tire.

Executive Coaching: CEOs, COOs, CFOs, Directors of Medicine, Department Chairs, Senior Executives, Executive Teams, VP Cohorts, Directors, Managers. Industries: Technology, Healthcare, Higher Education, Government, Not-for-profit. Individual clients confidential. Sample organizations: most all of the above engaged organizations and Abbott Labs, Baker McKenzie, Blue Cross NC, Greenberg Traurig, Johns Hopkins Medicine, State of Virginia.

Recent Keynote Speaking: Carilion Clinic (multiple), Experience Leadership Conference for Young Professionals, Ignite 2019 Business Summit and Awards Reception, Roanoke Regional Chamber of Commerce, Virginia Association of Collegiate Registrar and Admissions Officers Annual Conference, Virginia College and University Professional Association for HR Annual Conference, Virginia Assisted Living Conference, Virginia SHRM Chapter Meetings, Wine Women and Wisdom event, Women of the Chamber.

International Engagements:

Speaker, Convergence, Regulatory Affairs Professional Society (RAPS), 2018 [US, 2019]

REFERENCES AVAILABLE UPON REQUEST