

Shea O'Neil, PCC

**CONTACT:**

(617) 501-4669
shea@sheaoneil.com

AREAS OF EXPERTISE:

Executive & Leadership Coaching
Team Effectiveness Coaching
Organizational Change & Evolution Strategy
Inclusive Teaming Strategy & Upskilling
Developmental Coaching
Trusted Strategic Advising
Offsite Facilitation & Targeted Training

CORPORATE AND MANAGEMENT EXPERIENCE

Shea works with individuals, teams and organizations to build leadership mindsets, skills, and results through individual coaching, team coaching, and enterprise-wide programs focused on scaling leadership principles and principles of equity and inclusion. Leveraging a career in research and analysis, she offers evidence-based insights to her clients across a range of industries, including science, finance, technology, design, professional services, higher education and nonprofits as well as across organizational sizes and phases of growth, from start-up and scale-ups such as Redgate Real Estate, Cygnal Therapeutics and CarGurus to large global companies like Novartis, Bristol Myers Squibb (BMS), and Voya Investment Management. Shea provides leadership and team coaching, trusted advising, strategic and change management, facilitation and training with depth and skill from two decades of experience supporting clients drive business results focused on the C-suite and VP leadership development.

During posts at several boutique-consulting firms in start-up phases, including Mobius Executive Leadership and Seven Stones Leadership, Shea created client services and offerings from the ground up, from large virtual courses to change management initiatives. Coaching is at the core of her practice with a triune focus on building capacity in self-awareness, management & leadership skills, with foundations in relationship effectiveness. Earlier in her career she designed research-backed go-to-market strategies for executive clients in the workforce solutions space as an analyst at Fuld & Company, a global competitive intelligence firm, and later within the Kelly Services' Strategic Insights group.

Within the analytical contexts of ensuring outcome-based processes in corporate arenas, Shea also integrates her training in body-based education and personal mastery practices with the ethics of equity and inclusion. Centering data and science into her coaching philosophy, she offers the tools and techniques from the latest research in neuroscience and the best of the wisdom traditions as it relates to sustainable leadership and team development. Always learning and refining, Shea has cultivated a holistic, interdisciplinary and customized approach to her practice to support clients create clarity, purpose and results.

COACHING EDUCATION AND CERTIFICATIONS

- ICF Professional Certified Coach (PCC)
- Corentus Team Coaching Certificate
- Bodynamic Practitioner, Developmental Body Psychotherapy
- Aephoria Enneagram and Identity Map Assessment Certified
- Leadership Embodiment, Level II
- KF360 and Team Management Systems Certified
- Conversational Intelligence, Enhanced Practitioner
- Action Science and SAVI Communications trained
- Meditation Teacher Training, Planetary Dharma, in progress, year 3 of 4

ACADEMIC QUALIFICATIONS

BA in anthropology, Tufts University, Medford, Massachusetts; Focus on negotiation, international relations, peace & justice studies

CLIENTS: Bristol Myers Squibb, Novartis, BioMarin, Biogen, Takeda Oncology, The Broad Institute, Voyager Therapeutics, Flagship, Beth Israel Deaconess Medical Center, Voya Asset Management, Eaton Vance Management, Morgan Stanley Investment Management, Lendlease, Redgate Real Estate Advisors, Professional Women in Construction, Mozilla Foundation and Corporation, AlphaSimplex, Agoda, CarGurus, Notion, Opentable, Kayak, Housing Acceleration Fund SF, Ship&Play, Cribl, Axcelis, Inficon, Framework Homeownership, Bergmeyer Design Collective, Parenting Journey, National Parks Service, US Navy, Cygnal Therapeutics, teikametrics, Custom Electric, Dalkia, Bill and Melinda Gates Institution for Population and Reproductive Health, YouthBuild, Navitas, TechnoServe

SELECT EXECUTIVE COACHING EXPERIENCE

- CEO, technology, healthcare
- President, technology
- CMO, travel, technology
- CFO, biotech, technology, healthcare

SELECT TEAM COACHING EXPERIENCE

- Global Quality Team, biotech
- Commercial Acceleration Team, pharma
- Digital Leadership Team, pharma
- Analytics Team, pharma

- CQO, biotech
- Chief Strategy, design
- Chief People Officer, technology
- Chief Information Officer, R&D, pharma
- Chief Investment Officer, finance
- CTO, fintech, social mission tech
- Managing Director, Real Estate Development
- SVP, biotech
- VP, Performance Marketing and Analytics, tech
- VP, Customer Experience, tech
- VPs of Marketing, tech
- VP quality, pharma
- VP data, pharma
- Executive Directors, nonprofit
- Head of HR, healthcare
- EVP, VPs real estate
- Special Warfare Combatant Crewman, US Navy
- Senior Director of Marketing, healthcare
- Senior Associate, architecture
- Senior Manager, pharma
- Professor, higher education
- Senior Director, healthcare
- Imaging Data Strategy Team, biotech
- SaaS Implementation Teams, biotech
- Chief and Site Team, government agency
- Executive Leadership Team, global non-profit
- Senior Leadership Team, tech

PERSONAL

Shea lives in the Greater Boston Area and parents two teenage daughters. She is restored by laughing, walking in the woods, sacred practices, and good conversation. But mostly laughing.

WORDS TO DESCRIBE COACHING APPROACH

Rigorous, direct, precise and kind