

**Joanna Russo**  
**Consultant Partner**  
**United States**



Joanna brings a combination of experience as a former business leader and the passion for developing people to her approach as a facilitator of training programmes and as a consultant for businesses and organisations. Joanna's strengths as a facilitator include her ability to understand various business climates and to help others learn how to apply skills critical for business success in their unique environments. She places a high value on the need to integrate newly acquired skills and to use them in ways that increase personal effectiveness.

Joanna works with global clients in the areas of leadership assessment and skills development, management skills development, executive career coaching, performance management, performance assessment, team development, and organisational design and development. She also consults with organisations in the area of competency management modelling and development.

Joanna's client experience reflects broad industry and organisational understanding as well as the ability to work successfully across all organisational levels. Her successes as a consultant and training facilitator include an extensive range of industries including Information Technology, Financial Services, Manufacturing, Banking, Insurance, Telecommunications, Software Development, Utilities, Legal, Art Foundations, Consumer Products, Healthcare, Pharmaceutical, Executive Search, and Retail. A sampling of clients Joanna has worked with include Coach, Cornell ILR, Verizon, Novartis, Abbott, Sanofi, Kraft, NBA, BAE Systems, Givaudan, Coats, ARRIS, New York Life, Mars, Inc. and various not-for-profit organisations.

Joanna has a B.A. and M.A. in Communication Sciences and Disorders previously working with patients of all ages experiencing language and speech communication issues stemming from developmental delays or trauma.

Joanna is certified in DISC assessment and SDI instruments and works with HAY's programme on Emotional Intelligence. She is a member of the Association for Talent Development, SHRM, and National Association of Female Executives.