

Coaching & Consulting Provided by Anna Gill

Anna Gill brings to MMCo nearly 20 years of corporate experience as a senior leader in human resources and employee development. Her career includes consulting with diverse Fortune 500 clients, as well as oversight of more than 14,000 employees and leaders as Vice President of Human Resources & Learning Operations at Coventry Health Care. Anna acquired a deep level of real-world expertise in organizational culture and the dynamics of change, having served as Integration Leader in dozens of mergers and acquisitions, including the 2013 acquisition of Coventry by Aetna.

As a key member of MMCo's **Executive Coaching & Organizational Consulting Services** team, Anna leads MMCo initiatives in change and culture improvement, and provides executive coaching to C-suite leaders. She is highly valued by our corporate clients for her sensitivity and discretion in highly delicate or confidential coaching situations. Anna has passion for and is a respected contributor to our comprehensive **Women in Leadership** initiatives. Her current areas of coaching and consulting expertise include:



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CONFIDENTIAL EXECUTIVE COACHING

- Incisive leadership role discussions for managing change initiatives
- Interim advice during transitions
- Succession planning and talent management
- Becoming an effective mentor or sponsor for others
- Discreet conversations on sensitive or confidential topics
- Preparation for Board of Directors presentations

ORGANIZATIONAL CHANGE CONSULTING

- Effectively navigating Mergers & Acquisitions, including Due Diligence
- Transforming your organization before, during, and after
- Managing change at the Individual, Team and Enterprise levels
- Strategies for enhancing the cultural merger/assimilation process

TALENT MANAGEMENT CONSULTING

- Short and long-term planning to meet organizational and team talent growth objectives
- Review and consult on current initiatives and resource utilization; best practices
- Designing talent pipelines and accelerations pools, mentoring and sponsoring initiatives
- How to attract and retain Women in Leadership, Military Veterans, and other employee segments
- Advising and delivering Board of Director talent management presentations

ELEVATING HUMAN RESOURCE TALENT

- Review of current HR Organizational Structure, assessing how to maximize your team
- Developing People: Defining critical competencies and fit with roles, analyzing key gaps
- Defining Processes: operational efficiencies, quality of service delivery, resource balancing
- Leveraging Technology: Human Resource Systems and software
- Recommend, design and deliver learning events or private coaching to strengthen current team members

WOMEN IN LEADERSHIP INITIATIVES

- Review current organizational strategies, policies and processes for the attraction, retention and advancement of women
- Setting realistic targets to increase the number of women leaders
- How to coach, mentor and sponsor women who aspire to move into top management roles
- How women leaders can recognize and manage gender bias challenges at work
- Assessing individual styles and capitalizing on the strengths women leaders bring to the workplace
- Establishing and connecting women leader networks, with special emphasis on social networks
- Leveraging leader-led learning to drive organizational goals in finance, operations and technology
- Business savvy tips, tools and techniques
- Handling the difficult or provocative topics at work

“One of the best pieces of leadership advice I have ever received is to always look beyond the four corners of your desk for opportunities. My clients value my broader business perspective which often allows me to exceed their expectations.”

— Anna Gill