



## **Kathleen Clement Johnson, MBA PCC** **COO & Leadership Coach**

Kathleen Clement Johnson is the COO of Johnson Talent Development (JTD) – a Thought Partnership & Coaching firm focused on the development of Next Generation Leaders. She is an Executive Thought Partner and ICF-certified Professional Coach who has successfully supported Millennial and Emerging Leaders over the past ten (10) years by making simple to them leadership fundamentals and their high performing patterns to enhance their leadership effectiveness. Kathleen brings passion, purpose, expertise and success in developing Millennial and Gen X Leaders as well as focusing Senior Executives around subtle, simple yet significant shifts in working with Millennials.

From 2006 to 2016, Kathleen had her own coaching firm, Confluent Systems, LLC through which she worked with Next Generation Leaders at PwC, Ingersoll Rand, CSX Corporation, AutoTrader.com, Home Depot, Popeyes' Louisiana Kitchen, Toyota and Verizon Wireless. Talent Management professionals tell her that she possesses a great and unique blend of formal psychology study, relevant business experience, top-flight coach training and real-world knowledge from her lifelong interaction with top leaders. Kathleen combines integrity, active listening, intellect, the ability to see behavioral patterns very quickly, keen insights, a commitment to authentic alignment and strong communication skills to connect and inspire others to transform.

Prior to that, Kathleen was an account manager and team leader in Fortune 250 companies, as well as an entrepreneur for over thirty (30) years. In the early 2000s, she served as a Senior Vice President & Client Executive at Marsh Inc., the global risk management and insurance consulting giant, before moving to launch a career in talent management services (starting with Right Management). Earlier experiences included local, regional and national roles with Digital Equipment Corporation (now H-P), marketing representative in the National Accounts Division with IBM and retail bank management at Wachovia (now Wells Fargo). She successfully started up, ran and sold her own insurance brokerage firm during the 1990s.

Kathleen holds an M.B.A. in Finance from the Kelley School of Business at Indiana University and a B.A. in Psychology from the University of North Carolina at Chapel Hill. She received her initial ICF-certified coach training by completing the International Gestalt Coaching program. She is a certified coach with Marshall Goldsmith's Stakeholder Centered Coaching Method and has completed David Rock's Neuroleadership Intensive Coach Training.