



About Us

We work with companies to unlock the hidden potential of their leaders in a way that impacts culture, morale, sustainability, and profitability.

We recognize that today's business climate necessitates revising leadership philosophies and revisiting company cultures. To foster this change we have developed a customized approach to partner with companies to reestablish trust and confidence by shifting the paradigm of leadership.

Our Philosophy: We are deeply committed to bringing more joy into the world and more peace to the planet. So why the heck are we corporate coaches and trainers? Because joy and peace have to take root inside each one of us in order to flow out into the world. We spend so much time at work that if we can't cultivate joy and peace at the workplace, we'll never have it anywhere else.

We believe that the company itself has an innate wisdom, and that it knows what wants to emerge from it. When we, as leaders, cultivate the ability to get quiet and listen to what wants to move through us, we can allow for that growth and expansion to happen with grace and ease.

We believe that each member of the organization has an innate wisdom, that they are all smart, creative, resourceful people who can solve problems at the source when they're given the right tools and empowered to do so.

We believe that open, honest communication is like the number 42: the answer to the world, the universe, and everything (at least according to The Hitchhiker's Guide to the Galaxy). It forms a critically important foundation for a business to grow sustainably and profitably, while honoring the unique skills and talents of all team members. Thankfully, anyone can learn how to be an open and honest communicator.

We believe that fostering Culture can not be an afterthought, and it can't be simply a list of values stuck on the wall. For a business to be sustainably profitable in the 21st century, the right culture is essential for success. When culture is embedded into the daily environment, when each team member lives the culture from within themselves, success is inevitable.

We believe that everyone is a leader, or at least has the potential to be a strong leader. There are a set of tools, skills, and habits that can be learned and used not just at work, but in life. Great leaders take the time to develop and empower their teams. Our desire is to teach millions of people how to be great leaders. When that happens, we WILL have joy in the world and peace on the planet.

How We Work

For over 20 years, we have been delivering versions of our work to companies poised for greatness. Our work is based, in part, on the work of Otto Scharmer's **Theory U**, John Mackey and Raj Sisodia's, **Conscious Capitalism**, David Cooperrider's **Appreciative Inquiry**, Frederic Laloux's **Reinventing Organizations**, and Senge, Scharmer, Jaworski, Flowers **Presence: Human Purpose and the Field of the Future**. We use a combination of 1:1 coaching, small group master classes, and team trainings to deliver our trainings to organizations. We offer a broad menu of services that we custom tailor to meet your unique needs. Allowing us to partner with you in the manner that best serves your needs.

Our Services

- Strategic Business Model Design and Development
- C Suite and Executive Team Leadership Development
- Environment and Culture Development
- Executive and Company Team building
- Leadership Pipeline Training
- Female/Minority/Generational Leadership Training
- Unconscious Bias Training
- Communications Training

Delivery Methods

- Workshops
- Master Classes
- 1:1 and group coaching
- C Suite Coaching and Mastermind Groups
- Senior Executive Roundtables
- All training/coaching can be delivered Live or Virtually

Who We Are

Carrie Beers, co-founder

Insightful, enthusiastic, dynamic, national and international leadership and business coach who uses her thirst for knowledge and education to design unique programs that bridge the distance between corporate culture, leaders, and employees in companies that believe success is earned through positive action. Combining her strengths in motivating and training, she has propelled leaders to look at themselves as well as their leadership approach in new ways in order to create an empowered workforce. She has built a business that offers national and international organizations opportunities to balance people and profits through innovative programs that drive a shift in leadership evolution and thought. Carrie is a certified Change Management Specialist and Six Sigma Lean Professional.

Core competencies include: Visionary leader and motivator with a style that propels people to take action; excels at using strategic planning, change management and policy development to build collaborative teams, reduce turnover, improve morale, streamline processes, develop leadership teams and improve profitability; broad knowledge and hands-on experience working in high tech, service, nonprofit, manufacturing and startup industries.

In her spare time, Carrie loves to play golf (really well or badly, depending on who you ask), explore wineries, enjoys time at the ocean, volunteering with Heros to Hire, and mentoring recent college grads. She strives to live a healthy lifestyle, but still indulges when moved to. She is a single mom to her 20-something son, and a budding standup comedienne.

CV:

Leadership & Business Development Coach - 2002 to present

Corporate Vice President of Human Resources, Optigain Inc - 2000 to 2001

Co-CEO, Optigain Inc - 2001 to 2002

Director Of Human Resources - Sarla Software - 1989 to 2000

HR Special Project Director- Culture Change Initiative - United Airlines - 1996 to 1999

Executive Human Resource Professional - Various Companies - 1982 to 1996



Johanna Lyman, co-founder

Dynamic, energetic, Leadership and Business Development Coach, and Six Sigma Lean Professional with impressive experience in implementing organization wide change strategies for both Fortune 500 companies and entrepreneurs. Adept in combining coaching, training, and project leadership skills to help clients build dynamic, sustainable revenue growth while creating deep meaning with their work. Her highly intuitive style ensures that her clients get exactly what they need when working with her.

Core competencies include: Motivational and visionary leader with superb analytical and root cause identification skills; laser focused determination in identifying and implementing leveragable models while rallying stakeholders to embrace change; knowledge of change principles and methodologies; proven success with implementing methods for confronting and eliminating barriers to change; exceptional communication, influencing, problem solving, and listening skills; quickly establishes rapport with diverse stakeholders. Certified Change Management Specialist and Six Sigma Lean Professional (Green Belt).

In her spare time, Johanna is an avid paddler, a poet with a penchant for slam, wife to the best husband on the planet, mom to a remarkable young woman, and "grandma" to a black cat, a Shetland pony, and a leopard gecko.

CV:

Leadership and Business Development Coach, 2005-present
Financial Advisor, Certified Financial Planner (™) Merrill Lynch, 2000-2004
Divisional VP of Sales, Warnaco 1999-2000
Buyer, Filene's Department Stores 1991-1998
Assistant Buyer, Filene's Department Stores 1989-1991

Testimonials

"I've worked with Carrie Beers over the years in the capacity of Division President, CEO, and most recently COO in three different companies. Each company had a dysfunctional culture and required dramatic restructuring in order to move forward to the next level of success. Carrie has the ability to engage leaders and staff, have them open up to her, so she can truly present a high level picture of the culture to me and what needs to be done to fix it. Once we agree on the strategy to fix the culture, Carrie has a wide and varied toolbox of workshops and tools that can target specific leaders, employees and cultural issues to shift the company culture in the desired direction."

Neil Stamps, COO, RI Engine

"Over the past few months Johanna has stopped the head spinning. We (my team) have been able to focus in on our business model, build a culture that has meaning for us, and Johanna has given us the tools needed to succeed. Since starting with her, we have had 6 new clients walk through our doors with excitement."

Adam Cortez, CEO of DKM Inc.

"I've had the pleasure of being coached by Johanna Lyman of Lead like a C.O.A.C.H. Me being someone who coaches others, it took some inner growth to allow or request someone provide coaching to me. Johanna has spent several months working with me on my inner game and outer game. She has an abundance of processes & strategies she pulls from to help enable me to move forward in my businesses. The accountability is one of the best parts. Being able to have someone in my corner pulling me forward has been priceless."

Rick Loek, Director of Retirement Planning, Onesta Wealth Management

I experienced Carrie Beers and Johanna Lyman as presenters at one of the RI SHRM monthly professional development meetings. They are extremely knowledgeable in the area of leadership and provided a training experience that is engaging and informative. I would recommend them to others."

**Lynn Corwin
Sr. Vice President, Director of Strategic Planning & Organization Effectiveness
United Way of Rhode Island**

"I recently attended a training facilitated by Johanna, and I was blown away. She was so masterful at taking us really deep, really fast, and I got so much out of the training. I gained some powerful insights that I can immediately use in my business."

Josephine Hannan, Promote Her Business