

Leadership Coach Profile

Name: **Joel Yanowitz**

Location: San Francisco, CA

Coaching Language: English

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Coaching Experience

With over 30 years' experience helping leaders address pressing business and organizational challenges, Joel is known for his ability to help leaders dramatically improve performance through leveraging the human side of the enterprise. As a coach, Joel integrates his skills in addressing challenging organizational and interpersonal issues with his practical hands-on business experience to help leaders develop and grow as professionals. His clients appreciate the honesty, keen insights, and practical perspective he brings to his coaching relationships.

Joel's work with top teams is focused on generating alignment and accelerating the pace of execution. A frequent challenge is the need to take smart action under conditions of high complexity and uncertainty, where the work focuses on building the capacity for rapid learning and improvement – particularly when dealing with high conflict /high-stakes situations.

His clients have included numerous start-ups, growth stage and large organizations as well as non-profit organizations and school district leadership teams.

In addition to his coaching and consulting expertise, Joel has held leadership roles building businesses, managing sales, and launching new organizations. As co-founder of Innovation Associates, from 1978-1995 he helped pioneer the body of work known as Organization Learning as described in IA co-founder Peter Senge's landmark books *The Fifth Discipline* and *The Dance of Change*. From 1995-2000, he was a Vice President of Arthur D. Little, a global management consulting company, where he led the Organization Practice and co-led the Strategy Practice in North America. In 2000 he founded The Cascade Group.

Joel has served on several corporate and non-profit Boards, including The African Food and Peace Foundation, CorStone, and Upstart Bay Area.

Education & Credentials

Joel is a graduate of Columbia University's Advanced Program in Organizational Development and Human Resources Management. He lives outside of San Francisco where he enjoys mountain biking, playing guitar and holds a third-degree black belt in Aikido.