



Lynn Hagerman, MPH, PCC
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Professional Expertise/Services

Lynn has twenty-five years' senior leadership experience in organizations across sectors – corporate, public and nonprofit. In all of these Lynn has successfully navigated organizations through major transitions and growth. As an experienced and successful leader, Lynn brings understanding of the challenges (and sometimes isolation) that leaders face.

In coaching, Lynn helps leaders and teams to expand their effectiveness by building on strengths and focusing on organizational results. Lynn's executive coaching clients are leaders in healthcare, large public and private firms, academic, scientific, technical and professional service organizations.

Lynn is especially effective in working with leaders at the onset of new 'stretch' roles, new program initiatives, and linking meaningful planning to sustained action.

Special expertise: Lynn has special expertise in health care, and medical care, along with life sciences, academic research institutions, and nonprofit organizations.

Lynn's clients describe her as supportive, strong, insightful, graceful, strategic, results-oriented, and creative.

Current and Recent Coaching Assignments

- Chief of Trauma/Senior Medical Officer for US Top Tier Academic Medical Center, to enhance communication skills and refine leadership and professional presence in high profile public, national and international settings.
- Managing Partner for high-growth International Architectural firm to develop leadership legacy, vision and strategic focus, and to develop next generation leadership matched to the firm's future needs.
- VP Advancement- Chief Advancement Officer for large Public University, to improve communication style and build executive team at the onset of new multibillion dollar campaign
- CEO 's of two large Community Development agencies during and post merger, to successfully define and manage roles and lead smoothly through transition from two entities to one.
- College Dean of Arts and Sciences, to improve communication skills and leader impact in engaging faculty and staff during large scale change initiatives and merging two large departments
- VP Marketing and Communications- Chief Marketing Officer for top tier public

university, newly appointed, to build executive team and effectively launch new multimillion-dollar brand campaign.

- Medical Director, Hospital and Medical Center, to enhance self-awareness in leading clinical and management teams, soften abrupt communication style and improve relationship skills
- VP-Medical Affairs, hospital and healthcare system, to re-engage with role and revise strategy and vision, and adopt collaborative communication practices with medical leaders and external credentialing organizations
- Assistant Dean, Graduate Medical Education, US top tier Medical School, to define new strategic direction for Residency Programs, and to discontinue aspects of abrasive communications style, establish more effective communication style with peers and medical faculty
- VP- IT Planning, to address career path questions and successfully return to Senior Project Manager role following significant illness, and to accomplish the role change with minimal interruption and cohesion for the firm
- Superintendent(s), National Parks Service, to accelerate success in new role(s) upon appointment to largest Parks Service sites
- City Manager, large metropolitan City, to establish trust with next level executive team to improve climate survey results and team engagement during roll-out of new high-stakes programs and services
- Executive Director, for National Health Sciences Research Institute responsible for \$65M in translational research oversight, to effectively 'onboard', and adopt more decisive communication style with scientific community and funding partners.
- Senior Director, Business Development- South American Operations, -- International Ratings Agency, Fortune 100, to improve interpersonal relationship skills and increase effectiveness in persuasive communication with executive team and strategic business clients.
- Senior Director Operations / Supply Chain, for International Agri-business firm, based in Mexico, to strengthen delegation skills and collaboration with peers and strategic vendors, and to discern among new promotion opportunities within the company.
- International Neuroscience Consensus Meeting: Conducted Retreat Design, Development and Facilitation for a 3-day scientific consensus retreat with 35 International Neuroscience MD/PhD leaders.
- CEO's: Regional Health Improvement Collaboratives, to enhance leadership excellence, communication messaging and operational leadership in preparation for roll out of health insurance exchanges
- Board Presidents: "CEO-Circle" Team coaching for Presidents of six nonprofit boards, to enhance governance knowledge and expertise, and to improve Board leadership skills
- For Environmental Nonprofit, designed, developed and facilitated a strategic planning retreat focused on transition and turn-around.
- Newly appointed University Director of Finance/Ops to move away from reliance on domain expertise in leading, increasing focus on strategy and planning to accelerate success.

Career History

Lynn Hagerman Coaching & Consulting, Principal & Founder. (2003-2005, and 2008-present)

Lynn provides a range of executive and leadership coaching services to organizations and clients throughout the Northwest, and the U.S. Lynn's work includes team development, strategy and planning, retreat design and facilitation.

Susan G. Komen for the Cure, Puget Sound, ED-CEO. (2005-2007)

Led the Affiliate's development, from a grass roots organization to a more mature non-profit. Substantially increased its capacity and impact on communities served, through clarifying strategic vision, developing organizational infrastructure, strengthening advocacy initiatives and growing its revenue base by 66% in two years. Seventh largest US Affiliate.

Evergreen Healthcare, VP, Planning/ Business Development (1998 – 2002)

Responsible for new program and services development, system-wide strategic planning, business development and overall growth strategy. Responsible for clinical program development, specialty and service line growth: surgical services, oncology, cardiology, orthopedics and neonatal care.

Valley Medical Center, 1990-1998. Director, Occupational Health Services

Led the design, development, startup, and growth for system-wide multi-million dollar network of specialty health services clinics.

GTE, Assistant Vice President, Safety and Health—U.S., (1986-1989)

Served as the senior executive at Fortune 100 firm overseeing health policy, programs and services nationwide for 95,000 employees.

EDUCATION:

- Bachelor's Degree (B.A.) in Developmental Psychology, University of California, Santa Barbara
- Master in Public Health, (MPH), University of California, Los Angeles
- Certified, Executive and Leadership Coach, Hudson Institute of Santa Barbara
- Certified Myers-Briggs (MBTI) Consultant

PROFESSIONAL AFFILIATIONS:

- Approved Member: University of Washington Consulting Alliance
- Leadership Tomorrow- Seattle, Curriculum Design Committee
- ICF Certified
- Member International Coaches Federation (ICF) and Pacific NW Coaches Association
- 501 Commons- Service Corps Consultant

Languages: Bilingual (English/Spanish)