



**Denise Johnson**  
Consultant

**One of my favorite quotes is by John Buchan, "The task of leadership is not to put greatness into humanity, but to elicit it, for the greatness is already there."**

- Denise Johnson, Consultant TRI Corporation

## Leadership/Industry Expertise

Denise Johnson assists individuals and organizations in building leadership capacity and employee engagement. She designs and facilitates leadership development and training programs that combine elements of strategy, team dynamics and operational performance. Denise consults in areas related to change management and organizational effectiveness. As executive coach, she partners with clients to assist in individual development that leads to greater leadership agility. Additionally, she provides team coaching to help build relationships and facilitate team effectiveness.

## Bio

As Principal Program Manager for Leadership Development at Exelon Corporation, a Chicago-based utility company, Denise designed and managed leadership programs and curriculum that impact organizational effectiveness and cultural change. Her responsibilities included identifying developmental needs and creating solutions aligned with corporate goals. Denise facilitated in supervisory, managerial and advanced management programs for executives and leaders. She taught leadership accountability, communications, conflict management, team dynamics and appreciative inquiry. Earlier in her 12 year career at Exelon, Denise contributed to the redesign of the HR talent and performance management systems.

As Regional Quality Operations Manager for American Express Business Travel, Denise was responsible for start-up of a regional training organization which supported 20 business travel centers. She consulted with leaders to identify organizational and team issues and created a training structure and strategy that supported regional and local operational goals.

## Positions Held

Leadership Development Principal Program Manager  
Management Development Specialist  
Sr. Training & Development Consultant  
Regional Quality Operations Manager  
Training Project Manager

## Accomplishments and Awards

As a member of an international team of consultants, Denise coached leaders and their teams on organizational issues in Singapore, South Africa, Holland, Portugal and Ghana. Denise was also recognized for pioneering and introducing computer-based instruction in the corporate training department at Landis & Gyr, a manufacturer of HVAC controls. Member International Coaching Federation (ICF)

## Education

- M.A., Instructional and Performance Technology, Governors State University
- B.S., Journalism and English, Secondary Education, Indiana University

## Professional Certifications and Specialization

- Leadership Coaching, Georgetown University
- Gestalt International Organization & Systems Development
- Appreciative Inquiry, Case Western University
- The Leadership Circle 360 Assessment
- Myers-Briggs Type Indicator (MBTI)
- DDI Behavioral Interviewing