

Jeannie Coyle

Founder of her coaching and consulting firm, former co-founder, and Managing Partner of Talent Savvy Manager, LLC and co-author of Make Talent Your Business: How Exceptional Managers Develop People While Getting Results.



Jeannie Coyle is a talent development pro who has worked with executives and HR leaders for over 30 years to bring people and organizations to their fullest potential by driving development connected to business strategy. She combines powerful strategic thinking, versatile creativity, solid behavioral science, and a knack for cutting through complexity to help leaders adopt the simplest, science-based, and most common sense talent solutions; the type of solutions that foster initiative, innovation, performance.

Before becoming a consultant in 1986, Jeannie held several HR leadership roles as part of the C-suite. As Senior Vice President of HR, American Express, she co-designed and co-led (with her boss Lou Gerstner) the launch of the groundbreaking talent pipeline system that outperformed most succession planning of the time. It continues to successfully operate. At Bank of America, as Vice President of Leadership Development, she spearheaded a global leadership development program for all levels of management.

Her leadership roles in professional associations include: board member and executive committee member of the global Human Resource Planning Society, board member of the Pacific Northwest Strategic HR Forum and board member of the Association of Corporate Growth.

Her clients include: Intel, Nike, 3M, Kaiser Permanente, American Express, Glaxo Smith Kline, Pacific Pacific Gas and Electric, New York Times, GE Capital, Wells Fargo, MGM Resorts International, Yamaha Motor Sports, NPR, SC Johnson, Weyerhaeuser, Nautilus, New Seasons Market, Dave's Killer Bread, Leatherman Tool, Leupold and Stevens, A to Z Winery, DW Fritz, Bridgetown Natural Foods, Wild Salmon Center, Volunteers of America, Portland Community College and Ann Sachs.

She has shared her innovative talent strategies with the Association of Talent Development, HRPS (HR People + Strategy), Conference Board, and at company leadership offsites such as Winners (TJMaxx Canada), Kemin, Bank of America and Wells Fargo and through media including: "Smartbrief on Leadership", "Leader to Leader", "Leadership Excellence", and the ASTD Management Development Handbook.

Her passion is to help leaders find the shortest path between strategy execution and people—while getting results and assisting the organization's creation of a development friendly culture. She boldly challenges conventional wisdom to provide better, tailored, and more strategic talent alternatives to help businesses to thrive.