

Julia Geisman Professional Profile



Julia Geisman, Founder and CEO of CareerAgility LLC, believes that building and sustaining an inclusive and equitable workplace is a business imperative. For over 20 years, she has worked extensively with executive and senior leadership teams to create a workplace that attracts and retains top talent, increases employee engagement, stimulates innovation, and promotes inclusion.

Geisman combines her experience in diversity, equity, and inclusion assessment design and development with her background in change management, culture change, workplace systems and leadership development.

Her expertise includes diversity, inclusion and belonging, cross-gender communication, assessment development, executive coaching, leadership development, career management, staff development workshops, change management, group facilitation, strategic planning for employee development, organizational readiness, emotional intelligence, and conflict resolution.

Geisman has extensive experience working with a variety of industries including pharmaceutical, biotech, retail, high tech, energy, telecommunications, legal, financial, and food service. Clients include global and US based organizations such as American Express, Goldman Sachs, NCR, Novartis Pharmaceuticals, Johnson & Johnson, Lucent Technologies, Comcast, EnerNOC, Boston Market, Boston Private Bank, Athenahealth, Wayfair, Trip Advisor, and the US Postal Service.

She has presented at the Association for Talent Development, the OD Network, Massachusetts Bankers Association, NEHRA, as well as several international conferences. Geisman frequently participates in panel discussions regarding gender equity and advancing women. Geisman is frequently interviewed for podcasts on the topic of diversity, inclusion, and creating an inclusive work environment.

Geisman is the author of *Your CareerNexus*, a career planning and management series, the creator of the LEAP Scorecard, an online diversity and inclusion diagnostic survey, and regularly mentors women in advancing their careers.

Geisman holds a master's degree in organizational management and development. She is currently teaching *Managing and Leading Organizations* at Wentworth Institute University and has been an adjunct lecturer at Boston University's Graduate School of Management, an adjunct professor at Suffolk University and has been a guest lecturer at Bentley University.

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Areas of Expertise

Diversity Equity Inclusion

- Inclusion Audits
- DEI Strategy Implementation
- Coaching for Change
- Workplace Systems
- Inclusive Leadership
- Creating Inclusive Cultures

Coaching/Facilitation

- Performance coaching
- Executive coaching
- New leader coaching
- Career coaching
- Group facilitation
- Leadership development

Relationship Management

- Developing collaborative partnerships & support
- Building stakeholder buy-in
- Client & project negotiation
- Client liaison

Implementation

- Strategic planning
- Change management
- Deployment audits
- Measurement
- ROI systems

Design & Development

- Instructional design
- Project management
- Webinars/virtual classrooms
- Online learning
- Performance management

Facilitated Sessions

- ◆ Managing a Diverse Workforce
- ◆ Inclusive Leadership
- ◆ Conflict Resolution
- ◆ Career Management
- ◆ MBTI and Team Effectiveness
- ◆ Performance Support Programs
- ◆ Managing Change
- ◆ Managing Gender Differences
- ◆ Performance Management
- ◆ Behavioral Interviewing
- ◆ When You Exclude You Lose: The Hidden Costs of Excluding
- ◆ Unconscious Biases & Behavioral Expectations
- ◆ Ethical Decision-Making for Middle Managers
- ◆ Coaching for Performance
- ◆ New Leadership Transition
- ◆ Emotional Intelligence
- ◆ Measuring ROI for HR, OD and Learning Programs
- ◆ Train-the-Trainer Development Programs
- ◆ Building and Sustaining High Performing Teams
- ◆ Successful Mentoring
- ◆ Communicating for Success
- ◆ Inclusion is More Than a Word: It's a Mindset