

FEMALE LEADERSHIP COACHING



Your Coach: Denise Pirrotti Hummel, J.D.

Denise Pirrotti Hummel, J.D. is the founder of Lead Inclusively, Inc., an organization devoted to helping clients integrate business and H.R. strategies to optimize workplace cultures, enabling diverse talent to positively impact organizational success through inclusion. She has been coaching CEOs and senior leaders for over 20 years.

Ms. Hummel began her career as an employment lawyer by litigating and winning the first class action under the Americans With Disabilities Act. She moved into international M&A people integration, where she developed a crosscultural optimization consultancy, Universal Consensus, LLC, which was acquired by Ernst & Young, where she became a Principal.

She is a serial entrepreneur, IDEO™ certified in "Leading for Creativity," "TED talks™" finalist and on Marshall Goldsmith's final legacy team, 100 Coaches™. She is a staunch advocate of a diverse workforce, her mission has always been measurable action driving tangible business results.

Female Leadership Credentials



- Ms. Hummel was named to the MG100, the legacy coaching team of Marshall Goldsmith, chosen from over 16,000 candidates
- She has led teams in a law firm and two businesses, successfully exiting both
- She sold her business to Ernst & Young and learned the nuances of standing out and fitting in in a 300,000 person organization
- By asking for what she needed and creating senior leadership buy-in, she led a team of 40 PhDs to operationalize her organizational culture methodology, winning EY's innovation award
- She has an inspirational style, but is focused on empowering her mentees to succeed; it is part of her personal mission to advance women through senior leadership
- As a senior female leader, Denise has walked the path of moving to senior positions within a variety of organizations and has personally experienced and overcome many of the challenges faced by women in the workplace today



“As a successful senior female leader and entrepreneur Denise has made the coaching and advancement of senior female leaders her personal passion and speciality. She's walked in your shoes and provides the perfect compass.”

Marshall Goldsmith,
100 Coaches

Clients Include



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Advancing Women To Senior Leadership

Although an equal number of men and women hold entry level jobs, men outnumber women 2 to 1 as early as the first step up the management ladder. That gap continues widening all the way to the C-suite and Board level. Studies show that women face many challenges in the workplace when it comes to advancement and promotion. One proven way for women to advance is to have other senior women as champions and mentors who can guide them through situations unique to women. Denise Hummel is a certified coach whose unique approach to stakeholder-centered coaching has assisted many managers and leaders, both men and women.

She has experienced many of the challenges women face when charting a path from middle to senior management, negotiating the nuance of standing out and fitting in as an extra layer of complexity that most men do not face.

12 Month Coaching Program

For female leaders making transitions between roles and companies:

Assess: An assessment session focus group with the key stakeholders and a private interview with the leader and her direct supervisor.

Measure: Creation of a baseline to measure success. These are Lead Inclusively goals created collaboratively in conjunction with the client.

Coach: 24 (twice monthly) one-on-one sessions between leader and coach with access to the coach in between sessions as necessary, by phone and/or email.

Track: Intermittent pulse surveys to all key stakeholders to determine what is on track and what needs to progress more rapidly.

Evaluate & Optimize: A conclusory focus group at the end of the engagement period to determine whether goals have been achieved and whether additional support is recommended.

Key Outcomes

- 1 Accelerating advancement to senior leadership
- 2 Achieving outstanding business results, regardless of the scope of your individual remit
- 3 Increasing E.Q. relative to the nuance of standing out and fitting in
- 4 Enhancing leadership skills relative to the balance between business outcomes and empathy
- 5 Learning how to ask for what you need without giving away your power

Our Coaching Methodology

Stakeholder Centered coaching is a proven methodology driving measurable results and is based on involving the critical stakeholders of the coaching engagement in creating the baseline goals and success standards that every coaching engagement will be measured against.



Stakeholder Centered Coaching is an efficient process that provides value to HiPo leaders who want to experience long-term improvement in leadership behaviors. Providing awareness around three key beliefs of successful people, leaders learn how those beliefs can help or hinder success over time.

About Marshall Goldsmith's 100 Coaches



World-renowned business educator and coach Dr. Marshall Goldsmith is the leading expert in his field. His singular ability to get results for top leaders has drawn over 150 CEOs and their management teams to address change in the workplace.

As part of his legacy project, Marshall is personally training 100 top coaches so that they are able to pay it forward by training additional coaches to make a positive difference on today's workplace. Denise Hummel was selected from over 16,000 applicants to become one of Marshall's 100 Coaches. Lead Inclusively leverages other top 100 Coaches to help scale our own coaching programs.

See Denise's 100 Coaches Profile
www.marshallgoldsmith.com/Marshall-Goldsmith-100-Coaches-Bios