



Lillian J. LeBlanc, MBA, PCC

Administrative Principal

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Lillian LeBlanc is a deeply experienced organizational executive, thought leader, and organizational talent expert. Leveraging a multi-decade track record of success in developing organizational talent and culture, she ensures that Ibis Coaching is uniquely positioned to understand emerging business trends, evolving corporate strategies, and novel approaches to understanding human dynamics.

Key Professional Accomplishments:

- **Coaching Culture:** Supported organizations to implement a coaching culture through the development of internal coaching capacity, leader-as-coach strategies, and harmonizing coaching with organizational culture, demonstrating an ROI of 132%.
- **Organizational Culture:** Recognized expert, thought leader, and national presenter on workplace excellence, organizational culture and strategy.
- **HR Leadership:** Senior-level HR experience for several New England and Florida based multi-site organizations. Operational experience in all aspects of HR including employee/labor relations, total rewards, and talent development/leadership sustainability.
- **Coaching Leadership:** Global board member for organizational coaching division of premier coaching organization; transformational leader for local chapter of the largest coaching association worldwide. Mentor to and volunteer assessor for hundreds of coaching credential applicants.

Professional Credentials & Education

- **Professional Certified Coach (PCC)** – International Coaching Federation (ICF)
- **Master of Business Administration (MBA)** – University of Massachusetts
- **Bachelor of Science in Economics** – University of Massachusetts/Boston State College

Selected Corporate & Industry Experience

Executive coaching evolved from decades of experience as an HR executive serving complex, multi-unit organizations, and as leader/owner of a regional aviation business.

- **Organizational HR Experience:** Led the entire spectrum of HR for several healthcare systems. Sought-after executive coach and recognized industry expert with deep experience in human development, leadership sustainability, organizational culture, and change management.
- **Enterprise Formation:** Partnered in the development, growth, and operation of a multi-site regional aviation company, and a leadership development/coaching organization.