



Kelly Shannon, Director of Client Solutions

As the Director of Client Solutions for Day One Group, Kelly Shannon applies her expertise in learning & development, executive coaching, and talent management to clients' development and engagement needs. She consults with Fortune 100 and 500 companies on their leadership and employee development strategies and curriculum. Kelly brings a holistic approach to helping great leaders build great companies. From working with leaders to assess the development needs of the organization to designing the strategy, framework, processes and focus of leadership, management and open enrollment curriculums, Kelly builds the development platforms that train staff on the skills needed to realize the strategic vision. Kelly has experience assessing an organization's culture and developing initiatives that engage employees and increase retention.

For the past eighteen years, Kelly has led a rewarding career in Talent and Organizational Development at Morgan Stanley, Citi, Deutsche Bank, and Société Générale. Most recently, Kelly led the Talent & Development team at Macquarie as the Head of Talent for the Americas. During her tenured career, Kelly coached and consulted with C-Suite leaders, senior executives and high potential managers on topics of strategy, leadership, learning and development, talent management, succession planning, presence and team engagement.

Kelly's unique ability to establish immediate rapport and develop meaningful relationships with business leaders opens the lines of communication and collaboration and it gives her an advantage when coaching or partnering with seasoned professionals. She has worked extensively in environments facing demanding business expectations as well as large organizational restructuring and cultural transformations. Kelly takes a pragmatic and proactive approach and is adept at coaching effective leadership behaviors and creating positive change for the individual and the organization.

Kelly partners with leaders to build innovative strategies, high performing teams and engaging company cultures. Her approach incorporates the latest research in effective leadership, interpersonal communication, and behavioral science to enhance the skills and expertise needed to excel in current situations while keeping an eye on overall vision and strategy.

Kelly completed her Certification in Executive Coaching through the iCoach Program at the Zicklin School of Business at Baruch College in New York. She is certified in the MBTI assessment instruments and is experienced with 360° interviews and development planning. Kelly holds a Bachelor of Arts degree from Seton Hill University in Pennsylvania.

Approach

Kelly's approach to training and coaching projects and engagements is informed by her years of experience leading Talent & Development functions and partnering with senior leaders to understand their development needs, their goals, and to shape a solution that would move the business forward.

Examples of Kelly's recent consulting engagements include:

- Conducted group coaching sessions with senior leaders and managers to explore key issues that would help to engage their employees and cascade key strategic messages throughout the organization.
- Led a women's leadership program at a leading Hedge Fund to support the development and exposure of women and help them establish careers that lead to executive level roles in the future.
- Partnered with a large Investment Bank to custom design Business Writing and Communication training to support their employee development goals and make a deeper impact with internal communication efforts.

Testimonials

"Kelly's coaching ensured that my strategy was well thought through, practical, actionable and fit into the overall strategy of the FX Division. She assisted my communication abilities both in client and internal meetings, but also as I managed my team and built relationships internally."

Managing Director and Head of the FX Desk at Citi

"Kelly is highly skilled at engaging participants in the classroom and helping them to build the skills and habits to change their approach and behaviors. I have worked with Kelly on projects ranging from large scale leadership programs to firmwide talent management initiatives and the results were always impressive. Kelly brings a level of commitment and passion to projects that is unparalleled amongst her peers."

Chief Operating Officer at Société Générale