

# Insight on Coaching – Guest Bio

*Lois Zachary*

*Expert and Author, President, Leadership Development Services*

## Introduction

According to Dr. Lois Zachary, the difference between businesses that succeed in sustaining mentoring and those that do not lie in the ability to raise the bar on practice and support.

The critical success factor, according to her, is mentoring excellence.

Lois is the president of Leadership Development Services and is an internationally recognized expert in mentoring.

Fortune 500 companies, private and non-profit companies, governmental, educational, management-consulting, technology and health-care organizations across the globe have drawn upon her expertise to support the growth and development of their employees, leadership and organizations through mentoring.

## Experience

Lois coaches leaders and their organizations in designing, implementing and evaluating learner-centered mentoring programs.

Her long list of clients includes IBM Corporation, IKEA, Motorola University, Nortel Networks, and Watson Wyatt & Company.

Lois has published extensively on the on the topics mentoring, leadership and board development, staff development, consulting and adult development and learning. She is the author of *The Mentor's Guide*, the best-selling book that is the primary resource for organizations interested in promoting mentoring for leadership and learning.

She co-edited *The Adult Educator as Consultant* and co-authored *Creating and Sustaining Collaborative Partnerships*.

Her latest book, *Creating a Mentoring Culture: The Organization's Guide*, provides a comprehensive resource for promoting organizational mentoring sustainability.

## Education

Lois received her doctorate in Adult and Continuing Education from Columbia University. She holds a Master of Arts degree from Columbia University and a Master of Science degree in Education from Southern Illinois University.

## Professional Affiliations, Publications and Recognition

Lois has served on the faculties of several colleges and universities and frequently guest lectures around the country.

She is the immediate past chair of the Phoenix Athena PowerLink Governing Board, a program sponsored by the Phoenix Chamber of Commerce, that helps women-owned businesses expand profitably and success.

She currently sits on the Advisory Board of the School of Global Management & Leadership of Arizona State University and holds leadership positions in other community and national organizations.

She is part of the Mentor National Team of the Chicago Public Schools.