



Faculty Bios



Margo Boster



Margo, CEO and co-founder of ImpaQ Solutions, works with leaders and teams to improve performance, enhance communications, build strong professional relationships, and use conflict to attain positive outcomes through individual and team assessments, coaching, and consulting. She is a frequent invited speaker on leadership and organizational growth.

Margo brings more than 25 years senior leadership experience in information technology, telecommunications and health IT to her coaching and consulting practice. Her professional background is in Information Technology and Health IT. Although she has strong technical experience, the people side of the business always interested her most – how to use technology to solve business problems, making certain the right requirements were collected to solve the right issues, and understanding how the technical changes would impact the organization.

Margo's work experience includes a combination of senior leadership and executive positions. She quickly moved from being a techie into senior leadership roles including IT Director responsible for 100 offices, and working as CIO for a 2,800-person organization. Margo was Director of a systems-integration division for a \$5.5B company, and worked as a Health Solutions Principal setting strategic direction for a \$600M company.

Margo has a BS in Psychology, and completed the Leadership Coaching program at Georgetown University. She also completed graduate level course work in Public Policy and Administration from the Federal Executive Institute in Charlottesville, Virginia. She is an ICF credentialed Professional Certified Coach (PCC) and a Board Certified Executive Coach, in addition to holding numerous other certifications.

Margo led the CEO Networks for the Arizona Technology Council for two years, and currently serves as a mentor to coaching candidates at Georgetown University Leadership Coaching program. Margo is co-founder of the AZ Transformational Leadership Program and serves as its Program Director.

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Joan Hibdon



Aligning business strategies with human performance is the essence of what Joan's career has been devoted to for nearly three decades. Cultivating cultures where people thrive is her passion. She has built a solid reputation of being a trusted advisor and valuable business partner earned across diverse industries including financial, cable, food services, software and telecommunications.

In partnership with management and employees, she leads organizations in creating extraordinary performance. Her ability to listen to others and share critical observations is essential for successful results. Joan believes that making an investment in people has a direct correlation to being a differentiator for companies in their competitive industry marketplace.

Companies like Level 3 Communications, tw telecom, Webroot Software, JD Edwards and PeopleSoft (now Oracle), Reiss Media, and Time Warner Cable have benefitted from her expertise and insight.

A native of Denver, Colorado, she now resides in Glendale, Arizona. She is a graduate of the University of Phoenix and holds a Bachelor's degree in Business Management. Joan attended the University of Denver Executive Education program developed for Level 3. Additionally, she has numerous affiliations and certifications in leadership coaching and team effectiveness training, analysis and coaching. Joan is a Board Member for The Casa Center for Positive Social Change.

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Robin Postel, Ph.D., MEd



Robin has more than twenty years of international experience as a leadership and organizational development consultant with clients ranging from BG Group, Goodyear, Logitech and Hewlett Packard to UNICEF, the International Labour Organization (ILO) and the United Nations High Commissioner for Refugees (UNHCR).

Working with all levels of the organization, from employees and first line supervisors to seasoned senior managers, Robin designs and facilitates leadership development through learning programs as well as executive coaching and team development, and initiatives to shift organizational culture. Taking a highly pragmatic approach, she focuses on strategic and concrete issues facing clients. Grounded in various forms of action research, Robin supports clients in cycles of action and reflection using both 'hard' management tools and 'soft' intra- and inter-personal models and tools.

Robin holds a PhD in Learning and Change in Human Systems, an interdisciplinary degree combining transformative learning, adult development, systems and complexity theory, organizational psychology and action research. Robin also holds an MEd in Curriculum Studies and a BA in Linguistics.

In addition to being Founder of TLIO – Transformational Learning for Individuals + Organizations, Robin is Adjunct Professor at NYU Robert F. Wagner Graduate School of Public Service. Robin is a Professional Certified Coach (PCC) through the International Coaching Federation (ICF).

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Neil Stroul, Ph.D.



Professionally, Neil is first and foremost a leadership coach. Trained originally as a psychologist, Neil blends more than 25 years of experience in organizational consulting and the perspective of applied psychology to helping executives build their leadership capabilities. When he is not working one-on-one with senior executives, he can be found working with senior leadership teams, helping them to work initially in a more coordinated, and ultimately collaborative, fashion.

Neil is a founding faculty member of Georgetown University's Certificate in Leadership Coaching program, and has been teaching coaching to a diverse body of aspiring coaches for more than ten years. Neil mentored many of the more than 600 students who completed the Georgetown program, and continues to be actively involved in the Georgetown alumni network. He recently joined the faculty of the Georgetown McDonough School of Business to teach in the Executive Master's in Leadership program, and also coaches students in the Global Masters in Business Administration (GEMBA) program.

Neil regularly consults with organizational clients on such topics as developing leaders, implementing new organization structures, team building, managing change and uncertainty, and approaches to career development. Neil has frequently been invited to speak to groups and consult with organizational leaders on the role of generational dynamics in the work place. Neil has written and delivered presentations extensively on coaching and professional development, and is currently working on a book, UUN: Up Until Now, a handbook for people who aspire to reclaim power, choice and authorship.

Neil holds a Ph.D from Florida State University.

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