



Jodie Charlop

Executive Coach – Lead at Altitude, Without Sacrificing Who You Are

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Education/Certifications

- M.S., Professional Counseling, Department of Education, Georgia State University
- B.A., International Studies, Emory University
- Certificate in Managerial Coaching, Kennesaw State University, Coles College of Business
- Registered Corporate Coach, Worldwide Association of Business Coaching
- Leadership Agility – Master Methods
- Team Coaching International, Master Certification
- Emotional Intelligence, Genos International
- National Counselor Certification, NBCC
- Advanced Certification, Rational Emotive Behavior, Albert Ellis Institute
- Certified Mediator
- Lifetime Member – Center for Creative Leadership

Diagnostic Tools

- Leadership Agility 360 and Self-Rater
- GENOS® Emotional Intelligence (self, 180, 360)
- Insights® Discovery
- Team Coaching International (Leader/360)
- California Psychological Press (MBTI)
- TKI Conflict Inventory
- ChangeWorks®
- CCL 360 Suite
- Echospans Custom 360 Design

Representative Engagements

- CEO, Privately-Held Financial Services Firm
- CEO, Americas (US/LATAM), Bio Tech
- CEO, QSR
- CEO, Healthcare
- President, Media and Entertainment
- President, Professional Services
- Chief Financial Officer (President Track), Transportation
- CFO, Diversified Financial Services
- COO/CFO, Fintech
- Chief Customer Officer, Food Service Franchise
- Chief Risk and Process Officer, Transportation Industry
- Chief Legal Officer, Fortune 50 Manufacturer
- Chief Technology Officer, Software Company
- Chief Marketing Officer, Quick Service Restaurant
- SVP/EVP, Healthcare
- SVP, EVP, Global Technology Infrastructure
- SVP, Science & Regulatory Affairs
- VP, Corporate Marketing, Tech/Software
- Partner, Professional Services (Legal, Consulting)
- Emerging Leaders from Director to VP

Overview

The leaders who hire Jodie Charlop are not underperforming. They are exceptional at what they do — and they are ready for more. Some have hit a critical turn where the leadership that got them *here* won't get them *there*. Others are simply unwilling to settle for the altitude they've already reached. Either way, the work is the same: identifying the beliefs, identities, and leadership patterns that once produced success and now quietly limit it — and replacing them with the enterprise capacity the next level actually requires.

What makes Jodie's approach different is where it starts. Most leadership development addresses behavior. Jodie addresses identity — because an incongruent leader is not a trusted one, and trust is the only leadership currency that actually scales. She brings to every engagement a business leader's instincts, a clinician's precision, and a career built inside organizations as they rose, collapsed, merged, and transformed — including the front lines of the dot-com collapse in Silicon Valley. Since 2004, she has coached CEOs, C-suite executives, senior leaders on the rise, and women leaders navigating the specific terrain of power, visibility, and identity. The work is rigorous. The results hold.

Jodie speaks and teaches on diverse topics impacting leaders, including: leadership mindset, emotional intelligence, executive effectiveness, executive presence and the leadership signal, identity-driven leadership, career strategy, leadership development, power and influence, and women in leadership.

What Leaders Partner with Jodie For

- Identity-Driven Leadership - aligning who you are with how you lead
- Enterprise Altitude - moving from functional expert to enterprise leader
- Executive Presence and the Leadership Signal - beyond polish to congruence
- Leadership Agility and Organizational Resilience
- Emotional Intelligence and Self-Regulation Under Pressure
- Political Savvy and Stakeholder Influence
- Positive Agent of Change - Leading Transformation
- New Leader Onboarding (Listen, Learn, Be Bold)
- Women's Leadership - power, visibility, and one powerful self
- Conflict Management & Power Dynamics
- Executive Identity and Career Strategy
- High-Value, High-Trust Team Development

Selective Program Highlights

- Author of *Girl, Put Your Hand Down* (January 2027) — a research-grounded guide for women leaders to stop over functioning and claim their leadership.
- Co-developed the *Leadership Signal Method™* with Eileen Nebhut, Signal Leadership Ventures — a framework redefining executive presence as signal congruence. Currently in pre-launch validation with select senior executives across four enterprise pilots.
- Executive Coach, Emory University Goizueta Business School — MBA, Evening MBA, and Executive MBA Programs. An annually running engagement.
- Co-created *Listen, Learn, and Be Bold* to accelerate business transformation and new leader success in the first year of a new leadership assignment.
- Created and taught five-day *Accelerate Leadership for Women Certificate Program* for University of Georgia, Terry College of Business, Executive Education.
- Designed and facilitated a six-month high-potential program for emerging CPG leaders — 90% of leaders retained for five years and advanced and measured leadership growth one to three levels.