



***Lori Ermi, PCC, SPHR, SHRM-SCP***

### **Background**

Ms. Ermi, PCC, SPHR, SHRM-SCP, is a Leadership Coach and Human Capital Consultant with over 25 years of corporate and consulting experience in Fortune 100 companies, start-ups, mid-sized, 8(a), and federal agencies and organizations. Her career included work at The Procter & Gamble Company as a Global Senior Human Resources Manager and Organization Development professional. Other roles include Director of Talent Development at Fannie Mae; Vice President and Chief Administrative Officer for a local IT government contractor. She has led initiatives in leadership/career development, talent/organization/performance management, succession planning, training, facilitation, executive coaching, change management, team effectiveness, and strategic action planning.

Public and Private Sector clients include: BAE Systems, Towers Watson, Capital One, Allscripts, MedStar Health Systems, Sigma-Tau Pharmaceuticals, Presidio, QIAGEN, Sucampo Pharmaceuticals, Life Technologies, Pratt & Whitney Canada, Fannie Mae, Freddie Mac, Inter-American Development Bank, EMMES Corporation, Deltek and Verisign. Public sector includes Millennium Challenge Corporation, IRS, CDC, DoT, DLA, PBGC, SSA, USPS, Office of Administration, USDA, DOE, Smithsonian, and Fairfax County. Non-profits include Volunteers of America, Save the Children, Community Preservation and Development Corporation. Academic institutions she has engaged with are Georgetown University, Towson University, Carnegie Mellon, Eastern University, Marymount University and Lynchburg College.

### **Education**

Ms. Ermi achieved her BA from Lynchburg College in Virginia; she's a graduate of the Georgetown University Leadership Coaching Certification master's program where she volunteers her time as a mentor coach and assessor.

### **Past Experience**

Ms. Ermi has been developing leaders at all levels since 1991. She was responsible for the design and delivery of P&G University for Sales Leaders and led the high potential development strategy for the global paper organization. She has trained over 1000 leaders in coaching, negotiating, managing, leading, communication, executive presence, and diversity. She has coached leaders at all levels, both domestically and internationally, for twelve years including senior managers, directors, executives and the 'C-suite.' She understands the complexity, responsibility and pressure first hand. Clients appreciate her business focus, pragmatic and real-world perspective. She combines her business experience of working with hundreds of leaders with tools, frameworks, and models.

A skilled facilitator, she has partnered with dozens of leadership teams on strategic planning and team effectiveness initiatives. She also has experience in team and group coaching and is known for creating an environment where leaders are stretched to think of greater possibilities and untapped potential. She helps hold her clients accountable for sustainable results by providing a structured approach in setting milestones and a scorecard. Ms. Ermi's focus is executive presence, emotional intelligence, strategic alignment, communications, overcoming self-limiting beliefs, influencing others, success in a new role, leading change, building effective teams, dealing with conflict, optimizing performance and execution.



### **Certifications**

Ms. Ermi is a Professional Certified Coach (PCC) with the International Coach Federation; and certified Senior Professional in Human Resources (SPHR) and the SHRM-SCP (Senior Certified Professional). She holds additional certifications in OD methodologies and practices such as the Myers-Briggs Type Indicator®; The Hogan®; The Leadership Circle Profile®; Lominger® Voices.

### **Accomplishments**

Ms. Ermi is a member of the Society for Human Resource Management (SHRM); International Coach Federation (ICF); the American Society of Training and Development (ASTD); The Society of Pharmaceutical and Biotech Trainers (SPBT) where she was selected trainer of the year; Association of Psychological Type (APT) where she was the recipient of the International Award of Merit for her expertise and ethical use of personality type in organizations. She volunteers her time with the Montgomery County Corrections Facilities providing coaching to inmates that are re-entering the workforce. She also provides pro bono services to non-profits and people with limited resources to assist in creating a better future for themselves and serves as Secretary of the Trinity School of Frederick Board of Trustees, served as President of the Board of Trustees at Damascus Road Community Church in New Market, MD, and served on the Alumni Board of Directors for Lynchburg College.