

Ann Bowers-Evangelista



Ann Bowers-Evangelista is a Leadership Development Consultant and C-Suite Coach with Executive Development Associates.

With over 18 years as a consultant and coach to business and community leaders, Ann focuses on identifying and igniting the capabilities of top-tier leadership. An Ironman triathlete with a doctorate in psychology and an MBA, she knows what it takes to perform at the highest levels. Her unique background that blends psychology and business lends important insight into the human factors that result in business success. Ann helps close the gaps between potential and performance primarily through organizational reviews, talent assessments for selection and development, team development, change management facilitation, talent planning, and executive coaching. High energy, direct, and goal-focused, Ann is an effective partner in pushing beyond today's challenges to achieve audacious goals.

Ann believes long-term business success is achieved when the right people are in the right roles, and are developed, nurtured, and prepared for future success. Part psychologist, part businessperson, and part provocateur, Ann will push systems and conventional thinking of leaders to 'up their game' in order to land and keep the very best talent. She helps clients build talent processes that are inclusive, innovative, and nimble – all necessary to remain competitive in today's fierce, global talent marketplace. The result is organizations with higher levels of engagement, better business results, and strong, lasting leadership.

Using a stakeholder-centered approach in coaching, Ann taps into information from the client and her critical relationships to understand strengths and areas for change. A "practical theorist," Ann helps clients discover patterns that drive behavior, and then helps clients set actionable goals for creating sustained, positive change. This approach results in leaders who are significantly more confident, capable, and successful in their leadership. She is also known for her zeal for an integrated life, where self-care is a natural part of work success. In combination with leadership goals, Ann encourages her coaching clients to set goals for health and wellness to cultivate greater leadership staying power. All of Ann's clients appreciate the candor, energy, empathy, accountability, and humor that she brings to her engagements.

Leadership Experience

Prior to founding Llumos, LLC, Ann worked as Principal at Green Peak Partners, where she partnered with private equity firms on selecting the right leaders for their client companies. She also helped build optimal corporate structures and high-performing teams. Earlier, she acted as Managing Director at TalentQuest, a leadership consultancy and talent software firm in Atlanta. She had oversight of account and project management, business development, revenue and profitability targets, and people leadership for the Atlanta consulting team, in addition to personally driving revenue growth via high-level client engagements. Prior to TalentQuest, she worked as a consultant with Leadership Perspectives in suburban Philadelphia while she also maintained a clinical psychotherapy practice.

Speaking and Research

Ann speaks on a wide range of topics to a host of national audiences, from corporations and boards to professional associations, colleagues, and community groups. Her research and speaking interests lie in harnessing the power of diverse workforces, innovative approaches to talent development, and the impact of wellness on work productivity and engagement. A sampling of some popular leadership topics:

Talent Strategy

- Future Forward: Harnessing the New World of Talent and Technology
- Disruptor or Disrupted: Five Factors to Invoke Critical Change
- Who Moved my Queso: How Diversity and Inclusion Can Radically Improve your Business

Talent Identification and Development

- It's the Who: How to Identify People with Potential
- Preventing the Brain Drain: Six Key Steps to Retain a Knowledgeable Workforce
- Dump the Performance Review

Personal Leadership

- Ironman Leadership: The Endurance Athletics Model to Stronger Leadership
- Leadership For Life: Creating Internal Integrity regarding Time, Energy, and Relationships
- Why You Should Care About Corporate Politics
- How Do I Look?: Managing Your Professional Brand

Education and Affiliations

Ann holds a BA in Psychology with High Distinction from the University of Michigan. She earned her Psy.D. in Clinical Psychology, while concomitantly completing an MBA, all from Widener University. She is a licensed psychologist in Pennsylvania and Georgia. She is a member of the American Psychological Association, the Society for Consulting Psychology, the US Women's Chamber of Commerce, the Leadership Institute for Women in Psychology, and the National Association for Italian-American Women. She is also involved with several civic and community associations, and currently serves on the DC Advisory Board for Back on My Feet.

Instrument Certifications and Trainings

Ann is a certified Hogan Assessment administrator and has deep expertise in a myriad of tools for assessing and developing individuals and organizations. In addition, she has completed the Coaches Training Institute and The Johnson & Johnson's Human Performance Institute's Corporate Athlete program.



Personal Passions

Ann's lives her belief that health and wellness in all facets of life are critical to a productive work environment. An Ironman triathlete, she has completed over 50 running races and triathlons and has raised over \$25,000 for nonprofits in the process. She has created and served on giving back programs for each of her employers, and maintains community focus through nonprofit board service, pro bono work, charitable contributions, and direct interaction with those in need. She and her husband Dave reside in Washington D.C., where they push each other to achieve Ironman-like goals in work, family, health, wellness, and community.

