**Johanna A. Danaher**

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**Executive Career Coach**

Strategic and results-driven Executive Career Coach with deep expertise in career development, leadership coaching, and organizational transformation. Adept at guiding professionals through career transitions, fostering leadership growth, and aligning talent strategies with business objectives. Proven ability to design and implement innovative coaching programs that leverage neuroscience-backed methodologies, energy leadership principles, and data-driven insights to drive measurable career success. Recognized for cultivating high-impact partnerships, enhancing talent mobility, and empowering individuals to navigate complex career landscapes with confidence.

**Areas of Expertise**

Executive & Leadership Coaching | Career Transition & Development Strategies | Talent Management & Succession Planning |

Organizational Change & Culture Transformation | Strategic Workforce Planning | Coaching Program Development & Facilitation |

Employee Engagement & Experience Design | Career Pathing & Growth Frameworks | Personal Branding & Employer Branding |

Stakeholder Engagement & Influence | Learning & Development Initiatives | Data-Driven Talent Insights |

Change Management & Communication Strategy

**Notable Achievements**

* **Colleague Growth & Talent Management**– Key thought leader and change agent responsible for a bold, dynamic new approach to Colleague Growth, shifting from a traditional view of career growth to a much more fluid process that promotes incremental growth in roles and mobility along various career paths. Led enterprise-wide initiatives such as Growth Week, resulting in a 64% increase in Growth Journey submissions, 81% talent assessment completion rate, and over 43,000 colleagues engaging with growth week content.
* **Culture Transformation** - Strategic partner throughout organization’s culture transformation journey. Accountable for development and follow-through of innovative communications strategy and multi-faceted sustainability plan building sense of personal accountability for organizational culture, creating deeper understanding and awareness of the values & behaviors underpinning the culture, and helping leaders and colleagues understand the link between business performance and culture.
* **Employer Branding** - Developed and launched Pfizer’s first global recruitment brand, global career website and social media recruitment strategy to strengthen the organization’s ability to attract top talent. It created, for the first time, a consistent candidate experience across markets and lines of business, increased the efficiencies of recruiting practices around the world and helped the organization acquire the talent needed in high-growth markets.

**Professional Experience**

**Anchor to Aspire™ Coaching LLC,** Pawcatuck, CT **2024 – Present**

**Founder & Professional Coach**

Established Anchor to Aspire, a coaching and consulting practice dedicated to helping individuals and leaders navigate career transitions, enhance leadership effectiveness, and cultivate happiness across all domains of life.

* Delivered over 150 hours of coaching, including 115 hours of personalized 1:1 coaching for 23 clients and 35 hours of group coaching for 150 participants, driving measurable personal and professional growth.
* Designed and implemented customized coaching programs incorporating assessments, neuroscience-backed techniques, and energy leadership principles to empower clients in clarifying goals, overcoming obstacles, and achieving sustainable transformation.

**Pfizer, Inc.,** Groton, CT **1999 - 2025**

**Sr. Director - Talent Pipeline, People Experience, December 2022 - April 2025**

Revolutionized the talent ecosystem at Pfizer, integrating key elements such as career growth, talent assessment, succession planning, and talent mobility into the company culture. Reimagined growth and talent strategies to empower colleagues and managers to take proactive ownership of career development and talent management, respectively.

* Modernized and expanded our commitment to colleague growth with launch of Growth Universe platform, a centralized hub for colleagues to access resources, explore new experiences, expand skill sets, and connect with colleagues from various departments and locations. This platform has been instrumental in enabling over 2,750 colleagues to engage in 1,200+ growth gigs, fostering a culture of continuous learning and skill development. The introduction of net GROWing has further enhanced this ecosystem, resulting in 8,714 colleague profiles and 4,725 connections made between 9/2023-10/2024, greatly improving networking, mentoring, and peer coaching opportunities.
* Established a culture of growth conversations between managers and direct reports, leading to a 64% increase in Development Plan submissions in Workday (from 18,155 to 29,806) and over 60,000 colleagues with completed career fields in their profiles.
* Elevated talent data integration in Workday, achieving an 85% talent assessment completion rate, enabling People Leaders to strategically plan for leadership transitions, design personalized growth experiences, and optimize talent placement.
* Championed high-impact career growth initiatives by orchestrating the inaugural enterprise-wide Career Growth Week, which led to a 252% increase in colleague engagement in our enterprise content & virtual community. In the second year, we achieved even greater impact by expanding local activities and ensuring leaders role-modeled and created space for colleague growth. Key metrics include 43,621 unique views on global posts, 76% engagement from channel members, and an average of 4,260 daily unique visitors to the Growth Universe, marking a 50% increase from the previous cycle.
* Orchestrated a comprehensive executive coaching strategy, enhancing the coaching engagement process, standardizing engagement tracking for robust analysis, integrating a diverse portfolio of 10 validated vendors tailored to various needs, and aligning coaching efforts with organizational objectives through the implementation of a strategic Coach Briefing Kit, standardized KPIs, and automated intake form & coach matching process.
* Facilitated scalable 1:1 leadership and professional coaching via BetterUp, encompassing over 2,200 participants across all business units and regions with an 86%+ engagement rate, where 98% rated coaching sessions as a valuable use of time, and 94% reported increased effectiveness at work, underscoring the initiative's success in fostering whole-person development.
* Managed large, complex, and cross-functional projects in challenging matrix environments, collaborating effectively with diverse stakeholders and delivering business results. Applied various tools and frameworks to enhance team dynamics, communication, and problem-solving.

**Talent Pipeline, People Experience,** Groton, CT **2021 - 2022**

**Director**

Reimagined our growth and talent strategy enabling both colleagues’ ownership of their career growth and managers ownership of Pfizer’s talent in a proactive and collective way.

* Pioneered the "zig-zag" growth model, enabling over 5,000 diagonal moves, where a colleague is pursuing a new role in a different job function to diversify their experiences and gain an enterprise perspective, across the organization since 2021.
* Developed and delivered programs and solutions to build diverse talent pipelines, enhance internal mobility, and ensure equal growth opportunities for all colleagues.
* Developed resources for 'Career Growth during Times of Change', empowering employees to proactively manage their career progression amidst external changes, fostering a culture of resilience and adaptability.
* Established a unified language and framework for growth across functions, markets, and regions, leading to more meaningful, outcome-focused Growth Conversations between colleagues and their managers.
* Executed a comprehensive Internal & External engagement plan, inspiring colleagues to adopt the innovative 'zig-zag' growth concept, fostering a culture of non-linear and dynamic career progression.

**Director - Colleague Experience, Human Resources,** Groton, CT **2020 – 2021**

Led the strategy and execution of colleague experience initiatives, driving engagement, inclusion, and well-being through innovative HR programs, policies, and organizational culture enhancements at Pfizer Inc.

* Elevated Pfizer's employer branding, executing 32 unique social media campaigns across 13 priority markets, targeting 5 distinct audience groups, resulting in a 26% increase in content share rate and over 40% growth in followers on global @pfizerCareers profiles.
* Led change management for NYHQ transformation, translating ELT vision into 10 "Big Shifts" in mindset and behaviors, and defining 21 change interventions to educate and engage employees in new ways of working.
* Directed the assessment of Human Capital disclosures, identifying 12 KPIs aligned with corporate strategic plan and crafted narratives around Equity, Leadership, Growth, Engagement, Retention & Attraction metrics to enhance transparency.
* Implemented onboarding 'quick win' initiatives, significantly improving the new hire experience, enabling remote onboarding during the COVID pandemic, and laying the groundwork for an enterprise-wide new onboarding experience rollout.

**Director - Culture, Human Resources,** Groton, CT **2017 - 2020**

Transformed Pfizer's culture, executing the enterprise strategy that led to the successful launch of OWNIT! Culture developing and executing an innovative communications strategy and sustainability plan that instilled personal accountability for organizational culture.

* Designed and implemented annual culture day celebrations from 2013-2019, promoting themes such as Straight Talk, Thriving In Change, Head Heart Guts leadership at every level, and personal energy management, fostering a culture of open communication, adaptability, personal well-being, and holistic leadership.
* Led the virtual aspects of OWNIT! Day, creating interactive online content aligned with organizational themes to enhance engagement. Successfully launched the first-ever global "virtual conference" at Pfizer, enriching the interactive content and fostering collaborative environments.
* Designed, developed, and facilitated access to planning resources for all OWNIT! Day celebrations, ensuring global teams had real-time information, tools, and resources to support local activities, further enhancing engagement and recognition of culture-related accomplishments.
* Developed and executed innovative communications and marketing strategies, building enthusiasm and engagement around culture day themes, resulting in increased participation, collaboration, and candor across the enterprise.

**Sr. Manager - Talent and Organization Capability, Human Resources,** Groton, CT **2012 - 2017**

Led efforts to deliver information on Pfizer’s people and talent processes to more effectively meet end-user information needs, improve clarity regarding talent operations and enhance solution uptake within the company.

* Initiated strategic communication methods within the Talent and Organizational Capability team, advised project groups on communication tactics, illustrated linkages between services, and standardized messages across channels, leading to improved coherence in communication and greater uniformity of the conveyed messages.
* Executed the development and delivery of an Integrated Talent Portal as destination of learning for colleagues, managers and senior leaders; designed and implemented a Talent, Career and Organizational Solutions Catalogue providing end-users with easy access to resources; developed Annual Talent and Culture Report increasing transparency of Talent process within organization and improving usage of solutions.
* Shaped an Enterprise Social Networking strategy directed at cultivating a high-performance culture, augmenting informal learning, propelling collaboration, and increasing productivity. Mentored project leads in integrating social networking concepts into their programs and solutions.
* Partnered with HR Change Management team to execute successful change projects affecting 100,000+ employees in 90+ countries; notable projects include introduction of a new global performance management (GPM) process, the transition from PeopleSoft to Workday, and the execution of HR On Demand.

**Manager/Sr. Manager - Global Talent Acquisition – Branding & Operational Excellence, 2009 - 2012**

Unified Pfizer’s employer value proposition globally, branding Pfizer as an employer of choice, ensuring consistent and relevant use of the recruitment brand, increasing the visibility of open positions, and substantially improving the candidate experience.

* Implemented and managed multi-channel employer branding and spearheaded media campaigns to target candidates from diverse demographics and regions resulting in increased visibility, membership and traffic across Pfizer social channels and a 44% increase in total traffic to global careers website.

**Additional Relevant Experience**

**Pfizer, Inc.,** Groton, CT

**University Relations Outreach, Human Resources - Early Talent**

**Global R&D – Research Recruiting, Advisor/Sr. Advisor**

**Manpower at Pfizer,** Groton, CT

**Contract Project Coordinator**

**Maine Coast Book Shop** - Damariscotta, ME

**Assistant Manager**

**Oliver Staffing & Executive Word Processing,** New York, NY

**Executive Assistant / Recruitment Coordinator**

**King Tele Services,** New York, NY

**HR Assistant / Payroll Coordinator**

**Education**

**Bachelor of Arts (B.A.) Zoology with Concentration in Public Relations**,

University of Maine, Orono, ME

**Trainings & Certifications**

* **Herrmann® Digital Certified Practitioner:** Skilled in administering and interpreting the Herrmann Brain Dominance Instrument (HBDI®) to enhance team dynamics, communication, and problem-solving through Whole Brain® Thinking methodologies. | Herrmann International
* **Strategic Organization Design:** Proficient in designing and implementing strategic organizational structures to enhance efficiency and align with business goals. | Center for Effective Organizations, USC Marshall School of Business.
* **People Fuel:** Certified by The Energy Project. Expert in building individual capacity by teaching people how to manage their energy, leading to improved productivity and well-being. | The Energy Project.
* **Leader Fuel:** Skilled in helping leaders manage the energy of their teams, fostering a high-performance culture and enhancing team engagement. | The Energy Project.
* **Reality-Based Leadership:** Adept at cultivating happiness, reducing workplace drama, and hardwiring accountability to drive organizational success. | Cy Wakeman Group.
* **Igniting Creative Potential:** Experienced in facilitating idea generation and problem-solving sessions to unlock creative potential and drive innovation | Creative Problem-Solving Group.