

## Contact

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## Top Skills

Change Management  
Leadership Development  
Executive Coaching

## Certifications

Certified Executive Coach  
Change Management Certification

## Honors-Awards

HR Department of the Year - 2013

# Carol Peccarelli

Leadership and Career Transitions Coach & Adviser | The Human Side of Change | Diversity & Inclusion | Former Fortune 50 HR Executive

Venice

## Summary

I help leaders accelerate their individual and team's success before, during and after significant organizational, leadership and career changes.

I started New Hope Coaching because of my belief that everyone can achieve what they want in life and sometimes they need help figuring out how to get there.

As a former Fortune 50 Human Resources executive, I have personally experienced and helped many people through high stakes transitions over my 30+ year career in Business Based HR (supporting Commercial, Supply Chain, R&D, and Corporate functions), Organization Development, Leadership Development, and Diversity & Inclusion. I understand and can help people successfully navigate business, organization, team and individual dynamics.

While at Johnson & Johnson, I held Human Resources business partner roles up to Vice President and Management Board positions in Consumer, Pharmaceuticals, and Diagnostics businesses. I have extensive experience in talent management, coaching/mentoring diverse people at all levels, assessing and developing diverse leaders, values-based culture change, organization/executive team development, and change management.

My positive energy, strong ethics, and business savvy bring out the best in people. I am a strong, vocal proponent for diversity & inclusion, increasing confidence and being your authentic self.

Master's of Science in Organizational Development from American University/NTL, Certified Executive Coach, Prosci Change Management Certification.

Based in Venice, Florida, and New Hope, Pennsylvania. Available weekdays and weekends.

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## Experience

**New Hope Coaching, LLC**  
Founder & Senior Coach/Adviser  
March 2018 - Present (3 years)  
Venice, FL & New Hope, PA

Coaching & Advising: I help people build unique, reality-based business and human solutions to accelerate success as they transition through significant organizational, leadership and career changes. The customized approach delves deeply into high stakes transitions (before-during-after) and the personal side of change.

Maximize Your Personal and Business Potential.  
Be Yourself. Be Resilient. Be Successful.

**Johnson & Johnson**  
Diversity & Inclusion Human Resources Leader  
July 2016 - October 2017 (1 year 4 months)  
New Brunswick, New Jersey

Streamlined Diversity & Inclusion Leadership Development approach and programs with intent to globalize and drive outcomes. Partnered with CDO and team to develop roll-out of new global enterprise strategy and structure. Filled 100% of key D&I positions with diverse talent. Coached and mentored diverse talent.

**McNeil Consumer Healthcare**  
Vice President & Sr. Leader, Human Resources  
June 2011 - July 2016 (5 years 2 months)  
Fort Washington, PA

Member of the U.S. Management Board; led transformational change as the HR lead at an unprecedented time while under a Consent Decree. Built "dream team" 30-person HR organization to operate in a "business as unusual" manner to quickly and efficiently bring in/on-board over 1,000 permanent and contract resources in first year. Successfully retained 100% of critical talent and off-boarded talent as CD action plan was implemented. Together with President, created a diverse (55% female and 46% people

of color), exceptionally talented 16-person Management Board, coached new executives as they transitioned into their new roles, spearheaded focus on exec team effectiveness, organizational capabilities/talent, leadership, culture, change management, and Diversity & Inclusion. Realized double-digit improvements in employee Credo survey key indices. Role spanned across the business including Commercial, R&D and Supply Chain. Received 2013 HR Department of the Year Award recognition for Greater Delaware Valley.

## Johnson & Johnson

22 years 1 month

Vice President, Global Leadership Development & Learning  
July 2008 - July 2011 (3 years 1 month)

Led 26-person Global Leadership Development and Learning Department. Role expanded substantially. Designed and implemented new Succession Planning process, Performance Management processes, and talent acceleration leadership development program for high potential talent. Led HR Leadership Development Program focused on hiring/rotations/training for accelerated development of experienced college recruits. Mentored and coached employees. Managed \$9MM budget.

Vice President, Human Resources, Centocor / Ortho Biotech  
February 2005 - June 2008 (3 years 5 months)

Member of the U.S. Commercial Management Board; led a 20-person Human Resources Department for \$6B biopharmaceuticals business. Developed and began implementation of first-ever five year Organizational Strategy focused on key capabilities, talent, process and culture. Merged Centocor and Ortho Biotech U.S. organizations including downsizing and employee relocation to one site. Led approaches to align executives and leaders across Commercial, R&D and Supply Chain. Mentored and coached employees.

Vice President, Global Human Resources, McNeil Nutritionals  
January 2003 - February 2005 (2 years 2 months)

Vice President, Human Resources, Consumer - Global R&D, NA  
Personal Products, NA Baby Products  
January 2002 - January 2003 (1 year 1 month)

Director, Human Resources, McNeil Consumer Healthcare  
January 1998 - December 2001 (4 years)

Director, Human Resources, Ortho Clinical Diagnostics  
July 1989 - February 1998 (8 years 8 months)

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## Education

American University

MS, Organization Development · (1999 - 2001)