

Stephanie Armstrong

Facilitator & Leadership Coach

Empathetic, Curious, Optimistic

Loves sharing experiences and learning from others, creative outlets, and traveling.



In a nutshell

Stephanie has over 25 years of strategy and management consulting experience, with a special emphasis on large-scale, complex organizational transformations. She is a dynamic leader who seamlessly balances strategic thinking with structure, process orientation and strong execution. Stephanie is known for her ability to build and maintain strong relationships with individuals across all levels of an organization and to foster a collaborative, team-oriented environment.

Key responsibilities

Stephanie focuses on large-scale, complex organizational transformations. Her expertise spans change management, organizational effectiveness, talent and performance strategy, leadership development, team development and team building. Stephanie possesses a unique combination of practical business experience (gained in her 15 years at Capgemini and Deloitte) and academic knowledge gained in her studying of organizational learning, performance and change.

Areas of expertise

- Organization development
- Change management
- Leadership & team development
- Executive coaching & advising
- Team Coaching
- Group facilitation
- Leading transformation
- Talent management strategy

Programs delivered

- Enterprise-wide change
- Leadership & team development
- Executive coaching
- Change facilitation
- Soft skills development
- Talent management strategy

How Stephanie makes a difference

Stephanie brings her deep understanding of different business environments to every project. She is known for her ability to create space for growth and learning, helping her clients to see possibilities they may not have considered. Her caring and vulnerable approach fosters open, trusting, and authentic relationships that inspire and engage participants while creating long-term, sustainable change.

Most proud of...

Stephanie led the change management program for a multi-year, enterprise-wide technology transformation that replaced legacy HR systems for the sixth largest Catholic Health Care System in the U.S. The program impacted 45,000 employees, 30,000 contractors and was the most complex the organization had ever undertaken. The outcome was a substantial improvement in workflows and processes for all employees.

Some companies she has worked with:

Amazon, Capgemini, Deloitte, FedEx, Mercy Healthcare, Oracle, PWC, Securitas, Sony Pictures Entertainment.

Qualifications/certifications

- BA in Political Science and French
- Masters in Education and Human Resource Studies (Organizational Learning, Performance and Change)
- Organizational Learning in Action - IMD Business School
- Prosci® Certified Change Practitioner