

## William J. Hector

### Coaching Profile



**William J. Hector**  
Hogan Coaching Network

#### Background

Bill is a seasoned executive coach and organizational development consultant with more than two decades' experience helping leaders and their teams influence globally, build critical relationships, lead across cultures, and improve people development skills.

For the past decade, Bill has been one of Citigroup's top internal coaches for senior executives, while simultaneously guiding the strategy for the firm's largest high-potential leadership global development program across Asia, Europe, Latin and North America. Bill created and led a global Citi coaching practice with over 50 senior coaches. He also was one of Citi's lead organization development/change consultants, and helped build global organization improvements through strategic planning, change management and team development solutions. Bill was a master facilitator for Citi's core leadership development programs.

Prior to joining Citigroup, Bill spent an extensive part of his career in the pharmaceutical industry, with nearly 20 years at Johnson & Johnson, where he served as an organization and leadership development director and senior HR/Talent partner, coaching and advising company presidents, business unit heads, CFOs, CIOs and other top executives and their teams.

#### Professional Experience

*SVP Leadership and Organization Development; Executive Coach, Citigroup*

*Senior HR Partner, Watson Pharmaceutical*

*Director Organization Effectiveness, Mars Masterfoods*

*Director Organization Development, Janssen Pharmaceutica*

*Compensation Director, HR Relationship Manager, Johnson & Johnson*

*Founding Board Chair, Good Grief Inc.*

#### Education

BS Business Administration – Stonehill College

MS in Organization Development – American University

Additional graduate studies, Organization Dynamics – U. Pennsylvania

#### Client Experience

Citigroup, Hoffman LaRoche, Watson Pharma, Mars Masterfoods, Autism Speaks, Bristol Myers Squibb, Cancer Care, Janssen Pharma, Johnson & Johnson, Chubb, Good Grief

- Executive Coaching**
- Leadership Development**
- Employee Engagement**
- Organization Development**
- Leading Change**
- Strategic Planning**
- Team Performance Improvement**
- 360 Feedback**
- Psychometric Assessments**