

“Susan is a truth teller... and we have made great progress. The ROI with DoorTwo is very high. It’s not instant gratification... it’s so great to have someone come in and look at your organization to help plot the path forward.”

—Co-Founder / Executive Coaching Client



SUSAN PEIRCE

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AN INTUITIVE, DIRECT APPROACH

Susan Peirce has a keen understanding of business and a steadfast desire for results. As a DoorTwo Partner, she has been an integral part of the growth and transformation of hundreds of businesses in her more than thirty years working in Leadership and Organizational Development. She offers clients an opportunity for growth and the ability to access sincere vulnerability, opening the door for them to “get out of their own way” and achieve remarkable business results. Susan is sought-after by Fortune 500 companies, mid-sized businesses, and start-ups for her intuitive, direct approach and her expertise in the areas of organizational climate, conflict resolution, transformational change, candidate assessment and selection, executive coaching, and crisis management (just for starters).

CUTTING EDGE EXPERIENCE IN ORGANIZATIONAL DEVELOPMENT

SUSAN HAS MAINTAINED a diverse practice over many years and brings a breadth of experience to her clients. She continuously offers opportunities for growth and accountability in a supportive way that invites people to redesign their destiny if they choose, revealing the true hallmark of her leadership development approach.

Susan intentionally expanded her client portfolio to a myriad of industries including cyber security, high tech, investment banking, manufacturing, packaged goods, healthcare, and non-profits.

Susan's self-imposed standards of excellence made her stand out early in her career in the restaurant business as she was quickly tapped by the Jolly Roger chain to launch new locations.

Her success there led to a position with Collins Foods, where Susan developed programs to facilitate the joint venture between Collins Foods and Lettuce Entertain You, leading to innovative restaurant concepts including the revered Gino's East of Chicago and lively, retro-themed Ed Debevic's.

While at Collins Foods, Susan cut her teeth conducting multiple Job Competency Assessments (JCA) and served as a primary assessor for assessment centers. She learned everything she could about psychometrics and instruments and how they link to strengths and achievement.

Before joining DoorTwo, Susan took a key leadership position with IOLAB, a Johnson & Johnson company. There she led the OD function, their wellness program, and was instrumental in implementing the flagship Total Quality Management (TQM) into their manufacturing platform. Her business results earned Susan the youngest female manager within the company at that time. As a Partner at DoorTwo, her clients can attest to her generosity of expertise and time, and her loyalty has led many to consider Susan an extension of their leadership team.

Susan possesses a lifelong entrepreneurial spirit (she started her first profitable business at the age of 14) and a passion for philanthropy.

She serves as President of Red Bucket Equine Rescue, an organization she founded in 2008. Red Bucket has become one of the most successful non-profit equine rescues in the country. It is not accidental that she created a model of rescue that significantly increases the probability of success, just like she has done within her executive coaching and business consulting practice at DoorTwo.

Susan served as the Technical Advisor to the Sony Pictures' movie, *Emma's Chance*, a 2016 feature film inspired by the lifesaving work of Red Bucket.

She is a Senior Consultant to the film *Solanna* and is Executive Producer of a documentary feature film entitled *Saving Opportunity*. She also conducts executive retreats at Red Bucket Ranch on a variety of topics including social intelligence and the harmful impact of labeling.

Susan's biggest bucket-filler outside of work is showjumping (or what her dad described as the "original extreme sport"). It requires nuanced technique, an endless pursuit of perfection, and a tremendous amount of patience. These characteristics artfully collide with Susan's unparalleled honesty and unexpected sense of humor, generously benefitting her clients and colleagues alike.

AREAS OF EXPERTISE

- Aligning Leadership Teams
- Aligning Strategy and Culture
- Applied Radical Candor
- Assertive Communications
- Assessment Coach
- Building Organizational Learning Communities
- Business Ethics and Strategy
- Business Strategy
- Candidate Selection and Cultural Fit
- Change Management
- Communication
- Conflict Resolution / Management
- Crisis Management
- Crucial Conversations
- Culture and Climate Transformation
- Empowering Organizational Capacity
- Energy and Performance Management
- Leadership Development
- Motivation Theory and Achievement
- Organizational Behavior
- Organization Development
- Presentation Skills

To meet Susan and book a consultation, call [+1-310-515-7555](tel:+13105157555)