



# GRIT, GRACE & GRAVITAS

*The Three Keys to Transforming Leadership, Presence, and Impact*

By Jane Firth, MSOD and Andrea Zintz, Ph.D.

## About the Author

### Andrea Zintz, Ph.D.

Andrea Zintz is President of Strategic Leadership Resources LLC (SLR), specializing in executive presence and high potential leadership strategy, succession and development. She has over 40 years of experience in Leadership Development, Change Management, Human Resources Development and Training. Andrea helps senior and high-potential leaders by facilitating self-awareness and skillful and strategic question asking of self and others to access the best thinking. She fosters the development of new behavioral practices and opens pathways to growth and innovative approaches.

Andrea is a consultant, team facilitator, executive coach and trainer to organizations undergoing restructurings, mergers, acquisitions, changes in management and processes to upgrade leadership talent and assist in developing high-performance teams. Andrea works primarily with senior leaders and leadership teams in business units of Fortune 500 corporations and mid-sized companies in a variety of business sectors to develop high potential and senior leaders through team alignment / development strategies, leadership assessment and succession planning systems, training and coaching. Her strategic focus in this work is the development of a strong leadership pipeline. She has deep expertise in training sales leaders and line leaders in raising self-awareness and to coach, teach and mentor others.

Andrea cultivated her experiences as an executive coach, the development of executives and high-potential leaders, and in talent and change management within the diversified healthcare and pharmaceutical, defense, and retail industries. As Vice President of Human Resources and Management Board member of the Johnson & Johnson subsidiary, Ortho Biotech, Inc., Andrea helped lead the growth of the company from \$40 million to \$500 million in a 6-year period, and launched 2 breakthrough biotech products that lead the market today. She also led executive leadership development for North America from J&J Corporate. During her tenure at J&J she was highly awarded for her work in cultural, HR and leadership development, where her special interests included executive women advancement, diversity, and mentoring. She has been trained as a Black Belt at part of the J&J Process Excellence effort and is an examiner and team leader for the Competitive Assessment Process at J&J. She is also a recipient of the YWCA Tribute to Women in Industry Award. A special expertise is in the area of mentoring in which she focused her doctoral dissertation and has designed and implemented various programs.

Andrea received her M.A. and Ph.D. from Fielding Graduate University, is a member of the National OD Network, and on the board of Dress for Success, Mercer County. She has worked with companies in consumer products, pharmaceuticals, electronics, consumer health care, commercial real estate, energy, advertising, medical device, defense, manufacturing and financial services.

A broad base of experience with clients both domestic and global in:

Financial Services	Transportation
Healthcare	Aerospace
Pharmaceuticals	Commercial Real Estate

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For more information, visit [www.gritgracegravitas.com](http://www.gritgracegravitas.com) or contact Jane Firth at [jane@firthleadershippartners.com](mailto:jane@firthleadershippartners.com) or Andrea Zintz at [azintz@strategicleadershipresources.com](mailto:azintz@strategicleadershipresources.com).