

Anne M. Papinchak

ThirdRiver Partners, LLC



Executive Coach

Strategist

***Performance
Consultant***

Change Leader

Anne is a certified professional coach, with a passion for both team and leader development. As a senior leader and now as a consultant, her expertise is working in the white space, coaching and leading without direct authority across key functions to deliver results. She works with coaching clients using a co-active coaching model which emphasizes the respect for the individual and a level of accountability for their own goals and personal development. Anne strives to model serving leader characteristics; with a personal mission to build capacity in others. She has a strong, authentic presence with a straight forward communication style, using key questions and action planning to facilitate self-discovery and creative solutions.

Most recently Anne served as a senior leader at one of the leading global medical device companies, MEDRAD, Inc. a member of the Bayer Healthcare company. She led the development of the international team's business strategy, and led key strategic global cross-functional teams to impact professional development, process improvements and/or to create and implement new technologies or tools to assist MEDRAD's international commercial teams. This required strong business acumen, market analysis and strategic agility, adapting to business and team culture while introducing core leadership competencies, business processes and technology.

Anne led the Career & Leadership program sponsored by the CEO at MEDRAD, where working with HR and functional business teams, she implemented the first executive coaching program including 360 assessment, a new leadership competency model, executive level succession planning and improved the company-wide performance management system.

As a senior Malcolm Baldrige National Quality Award examiner, Anne has been assigned to assess multiple healthcare applications and has participated and/or co-led two healthcare site visits. She directly contributed to MEDRAD's two-time receipt of the national quality award given by the President of the United States. She served as a Baldrige ambassador, making key presentations, facilitating best practice sharing and co-leading the first ever Healthcare Consortium sponsored by MEDRAD, bringing MBNQA Healthcare recipients together to share best practices.

At two of her prior employers, medical device and financial services, Anne has led the development of the performance excellence function. She has 15 plus years of experience with total quality management, six sigma and lean methodologies and tools. She coached multiple strategic action teams to achieve executive sponsored projects resulting in improved productivity, profitability, and customer and employee satisfaction.

Anne can be reached at Anne@3rd-river.com

ThirdRiver
P A R T N E R S
Leadership. Strategy. Success.