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Measurable Results. Leadership Impact.

Joan Shafer

Operating Partner
The ExCo Group



Joan Shafer is an expert on leadership and culture. She has over 30 years of experience working with Fortune 500 companies, NGOs, and nonprofit organizations in North America, Europe, South America, Asia, Africa, and Australia in group facilitation, culture analysis, values integration, and, most notably, leadership enrichment for senior executives. At The ExCo Group, she works with global enterprise senior executives and leadership teams across multiple industry sectors.

Shafer currently serves as an Operating Partner with The ExCo Group, where she partners with CHROs and CEOs to design systems-level approaches to leadership development.

In addition to her work at The ExCo Group, Shafer trained more than 1200 consultants, executive mentors, and change agents in values-based assessments and strength-based methodologies worldwide.

As the co-founder and partner of Richard Barrett and Associates (now Barrett Values Center), she specializes in values assessment surveys for organizations, which provide an actionable roadmap that becomes an integral part of a leader's or organization's development plan that supports their business strategy. The survey instruments have been used to measure the values 1000's of organizations and leaders in 80 countries. She co-developed the Values Impact Profile (VIP), an instrument that helps individuals define their core values to accelerate their transformation to achieve higher performance levels.

Shafer started her career in the aerospace industry as a project engineer and manager at Airco Temescal and then advanced to program engineer and manager of high-tech subsystems for satellites and military aircraft at Hughes Aircraft and TRW for 12 years.

Shafer holds a Bachelor of Engineering degree from Vanderbilt University and graduated with honors. She also serves as a senior mediator for the County of Hawaii and is involved in many community programs. She is an adventure traveler whose claim to fame includes trips to all seven continents, all 50 states, and 100+ countries. For the past twenty years, she has fueled her lifelong passion for golf by leading an annual week-long golf program in Scotland called "Fairway to Heaven."

> *Joan is brilliant. I loved the interaction with her. It was very enlightening for me. You should keep doing things with her because she brings so much to the table.*
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> ***– Managing Director Manufacturing Company***