

## **Joann M. Ricci Biography**

With over twenty five years in the non-profit sector, Joann understands the field and its challenges well. She has applied her knowledge and experience to lead a variety of education, cultural, advocacy and community leadership organizations.

As founder and principal of RicciGroup, Joann currently consults with philanthropic, education and other non-profit organizations to develop effective strategies and programs to meet mission driven needs, design and facilitate learning opportunities which spreads knowledge across the enterprise and provide assistance in planning, change and all other aspects of organizational development.

As a coach, she works with individuals and teams in organizations to improve results and performance, upgrade management skills, balance life/work issues, enhance interpersonal relationships with staff, board and other key stakeholders, and better leadership skills to respond to change, growth and transition in their organizations and careers. She has worked with a variety of small businesses and nonprofits including a healthcare start up, arts organizations, foundations, charter schools, and faith based entities.