

## Biographical Sketch

### Tanny Joyce, MS

Tanny Joyce is a senior partner for Apex Performance Strategies. Tanny works directly with clients to identify business strategies, goals, and direction. With over 15 years as an organizational development professional in a variety of industries, Tanny has a wide breadth of organizational development experience. As a proven leader in both a global telecommunications company and a large financial company, she has extensive experience managing people in both a matrix environment as well as a direct structure.

As a consultant, Tanny works directly with her clients to drive them towards success. Her direct style and detailed approach allows for maximum results in a short time frame. She leverages her years of experience working within a corporate structure to collaborate with the client to identify key goals, potential barriers, and a clear path to achievement. As a researcher, Tanny has contributed to publications and has presented her findings at professional conferences. She is certified in a variety of assessments.

Representative client industries include: telecommunications, biotech, pharmaceuticals, aerospace, finance, real estate, healthcare, and manufacturing.

#### Consulting Specialties:

- Executive Coaching
- Leadership Development
- Change Management
- Selection
- Culture and Climate Surveys
- Learning and Training Programs
- Organizational Assessments
- Performance Management
- Reward and Recognition Programs
- 360 Degree Feedback
- Career Management

Tanny has a Bachelor of Arts in Psychology from San Diego State University and a Masters of Science in Industrial-Organizational Psychology from San Jose State University. Also, Tanny is a certified Corporate Coach through Corporate Coach U.