



CHAR GROSS, PCC

Senior Consultant

Char Gross is an executive coach and Senior Consultant for *The Leader's Edge/Leaders By Design* and integrates years of experience as a corporate executive, a background in business leadership and Human Resources, and her passion for bringing out the best in others to help leaders maximize their performance and success.

Char spent fourteen years at Vanguard, one of the world's largest financial services organizations, where she earned the distinction of becoming an officer of the firm. Most recently, Char led a major divisional transformation and reorganization for a division of 5,000 employees, including process redesign, digital experience, employee strategy, and change management. Prior, she led Vanguard's 529 College Savings Department, where she was responsible for hundreds of employees and \$80B in assets. In this role, she partnered closely with state treasurers and 529 plan CEOs across the country to design, market and service college savings plans. Char also served as a Senior Human Resources Business Partner, responsible for executive talent development, team dynamics, assessment, training, and performance optimization for a division of 1,500 employees.

During her tenure at Vanguard, Char was known for her strong people-development abilities. She led the Divisional Talent Oversight Team, identifying and developing high potential leaders for critical roles and advising the C-suite on talent topics. She also served on leadership teams that developed Asian and Black employee resource groups.

Char is passionate about helping professional women because she can relate to the unique challenges they face. Through her own career journey, she learned how to overcome limiting beliefs and habits to magnify her impact—while also maintaining her authentic style and approach. As Char conquered her own mindset limitations, rising to the highest levels of leadership in the organization, she became driven to help other women do the same.

Char holds a BS in Economics from Penn State University, and a Certificate in Strategic Influence and Negotiation from Wharton's Executive Education program at the University of Pennsylvania. Char is a Professional Certified Coach (PCC) by the International Coaching Federation and a student of Georgetown's Institute for Transformational Leadership's Coaching Certification program.