



EXECUTIVE COACH &
CAREER DEVELOPMENT CONSULTANT

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Jill Lynch Cruz is a certified executive coach and career development consultant with over 25+ years of experience specializing in attorneys' career and leadership development. Jill partners with high-potential clients to help them develop the skills, self-confidence, self-awareness, and self-management that today's leaders need to motivate and inspire themselves and others to achieve optimal performance within their organizations.

As a long-term champion for gender and racioethnic diversity, equity, and inclusion, Jill's primary mission and professional focus is to help women leaders navigate, enhance, and advance their careers more successfully. She has published, individually and in collaboration with others, over a dozen academic, professional, and law review articles and book chapters on women leaders' career and leadership development. She is also a frequent presenter and keynote speaker at many national events and conferences.

Dr. Cruz is a nationally recognized scholar and thought leader who deeply understands the unique issues and critical success factors for attorneys of color, especially Latina lawyers and leaders. Jill has served as a Commissioner, researcher, speaker, and coach for the Hispanic National Bar Associations Latina Commission and the HNBA's executive leadership team. She is also a regular contributor and advisor for the Institute for Inclusion in the Legal Profession and has served as a member of the Research Advisory Board for the American Bar Association's Commission on Women in the Profession.

Before starting her coaching and consulting practice, Jill served in various executive-level human resource management roles within the legal profession, including as the Chief Human Resources Officer for an AmLaw 100 DC-based law firm. She has also served as an Associate Professor, Dissertation Chair, and Research Affiliate for the University of Phoenix Graduate School of Business and Technology and College of Doctoral Studies and previously as an Adjunct Professor for the University of Maryland University College.

Jill has a Ph.D. in Organizational Management from Capella University, an MS in Management from the University of Maryland, and a BS in Psychology from the University of Maryland. She is also an ICF Professional Certified Coach (PCC), Global Career Development Facilitator (GCDF), and Senior Professional in Human Resources (SPHR).