

Joanne L. Smikle, PhD

INDEPENDENT DIRECTOR

GOVERNANCE · STRATEGY · HUMAN CAPITAL UTILIZATION



BOARD & GOVERNANCE EXPERIENCE

American Brain Foundation

Board of Directors · 2024–Present

- Governance Committee

Saybrook University

Board of Trustees · 2020–Present

- Chair, Institutional Advancement
- Chair, Nominating & Governance

ElevateMeD

National Advisory Board · 2020–Present

- Scholar Mentoring
- Program Committee

State of Maryland — Oversight Committee on Quality of Care in Nursing Homes & Assisted Living Facilities

Gubernatorial Appointment · 2017–Present

PRIOR BOARD SERVICE

Heritage Ministry Charitable Care Network

Board of Directors · 2022–2024

- Ad Hoc Executive Development Committee

Bridges to Housing Stability

Board of Directors · 2009–2019

- Secretary of the Board
- Nominating & Governance
- Strategic Planning
- Resource Development
- Executive Director Search

AREAS OF EXPERTISE

- Strategy Formulation, Implementation & Evaluation
- Human Capital Utilization & Succession Planning
- Executive & Leadership Development
- Organizational Effectiveness & Culture
- ESG Strategy

As a nationally recognized business consultant, leadership educator, and thought leader, I bring keen analytical abilities and agile thinking to board service. Additionally, I am equipped with in-depth knowledge of human capital utilization, strategy formulation, and organizational effectiveness. My board qualifications include mastery of the practices of sound governance, chair leadership on multiple committees, and the ability to surface questions that enhance decision-making processes.

PROFESSIONAL EXPERIENCE

For more than 20 years, executives have relied on me for coaching, advice, and counsel to navigate challenges that impede strategy execution. I develop frameworks, share insights and expertise that result in improved organizational performance.

- Delivering leadership development at the C-suite gives me strong insight into business dilemmas and the competencies required for success.
- I provide organizational assessments and other forms of analysis.
- My consulting experience shapes how I help enterprises position for the future amid shifting markets and stakeholder demands.

My sustained success as an entrepreneur provides the ability to deeply understand questions of viable innovation, scale, and emerging strategy. I lead organizations through transformational change. Outcomes include:

- Enterprise-wide impact that aligns strategy and operations.
- Creation of pipelines for key positions through succession planning, talent management, executive development, and related organizational effectiveness interventions.
- Performance and productivity improvements driven by the fostering of a healthy culture that supports strategy, mission, vision, and values.

Two decades of consulting to private, public, and nonprofit organizations, combined with board service, make me adept at weighing ESG objectives without losing sight of profit and growth. I also bring public policy experience from four years as a lobbyist for the League of Women Voters, having served among a group of twenty lobbyists presenting the League's nonpartisan positions to elected officials in the U.S. Senate and House of Representatives.

THOUGHT LEADERSHIP

- I have authored more than 100 articles that are featured in practitioner oriented and peer reviewed publications. I am committed to contributing to the body of usable knowledge available for leaders.
- The SmikleSpeaks podcast ranked the #1 Organization Development podcast in 2025 and 2026 by FeedSpot — reaching more than 30,000 listeners in 24 countries.
- I am a frequent speaker at industry events, conventions, and conferences. I am called upon to share my insights and expertise related to various aspects of organizational effectiveness.
- I teach leadership and organizational development in doctoral programs as time permits.

BOARD INQUIRIES

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