



Joy Khoo

Coach / Facilitator

Joy catalyzes sustainable transformation. With over two decades of experience across industries and cultures, she partners with leaders to gain clarity, make aligned decisions, and create results that matter.

Clients appreciate Joy's ability to:

- Create a calming, grounded presence that invites deep reflection and authentic connection
- Get to the heart of the matter while creating psychological safety
- Support leaders to increase their self-awareness so that they can lead with greater clarity, confidence and compassion
- Empower clients to lead from their whole selves—mind, body, and heart— through creativity, mindfulness, neuroscience, and somatic practices
- Partner with clients to cultivate greater harmony between their professional and personal lives, aligned with their values and well-being

Areas of expertise:

- Humanizing the workplace through empathy and inclusion
- Facilitating transformative, results-driven leadership experiences
- Championing women and minority leaders to thrive and lead authentically
- Coaching C-suite and senior leaders for lasting impact
- Offering creative approaches to unlock fresh perspectives and deeper leadership insight

More about Joy

Joy holds an MBA and is a Master Certified Coach [MCC] with the International Coaching Federation. She teaches and coaches business executives at Stanford University and is a Leadership Team Coach at the University of Berkeley for MBA students and alumni. She also has the following certifications: Professional Coach Certification: New Ventures West; Leadership Embodiment Coach: Leadership Embodiment; Hogan 360 and Hogan Assessments: Hogan Assessments; Harrison Assessments: Harrison Assessments International; Ecotherapist: Earth Body Institute; Leadership Circle Profile 360: Leadership Circle Profile 360. In 2003, Joy was honored by Secretary Colin Powell for her leadership in managing a six-month evacuation for 350 employees and family members at the US Embassy in Indonesia. As the author of *Nature's Guide for Leaders*, Joy invites leaders to reimagine leadership through nature's wisdom. Currently a guest teacher and presenter at wellness resorts worldwide, she facilitates experiences that support mindfulness and self-discovery. Originally from Malaysia, Joy now lives in the heart of Oakland near the nation's oldest wildlife refuge. She enjoys the simple moments of being present and being out in nature.

Client Testimonials and Client List

Joy arrived in my life at a crucial turning point where I was quite challenged negotiating the demands of a significant career change and a long-distance relationship. Her stability, presence, and confidence inspired confidence in myself and my process. This led to an early establishment of mutual trust that allowed her to help me get to some root issues in my life and career pretty quickly. Her outstanding listening skills and intuitive grasp of complex situations lead her to asking just the right questions. At times I found this breathtaking, honestly. She is clearly passionate about what she does, and cares deeply about the people she works with, all the while maintaining healthy boundaries and a professional decorum.

– Greg Fain, SF Zen Center, Head of Practice

Did you ever realize you were missing a key ingredient in your life, but couldn't put your finger on exactly what it was until you experienced it? That's what my coach Joy has been for me. She helped me navigate through a new level of business growth in a condensed time period while juggling several balls in the most challenging time of our time. Thank you, Joy, for your extraordinary talent and ability to uncover the best in your clients while helping them accentuate it.

– SaLisa Berrien, Founder/CEO, COI Energy

As a member of Chief, I had the pleasure of working closely with Joy and I was consistently impressed by her professionalism, wisdom, and dedication to our growth and development. Joy created a safe and supportive space for us to explore leadership challenges, share experiences, and learn from one another. Her insightful and calming coaching sessions provided practical strategies and tools that I continue to apply in my role as a leader today. I wholeheartedly recommend Joy to any organization looking to invest in the success and advancement of their leaders.

– Jennifer Mascioli, Tudor, Founder, MedTech Executive

Joy was highly effective in maintaining high morale in one of the largest embassies in the world, despite serious terrorism threats and other challenges. She had an intuitive ability to discern who was having difficulty adjusting, and to find just the right touch to help her interlocutor deal with whatever the problem was. Joy's skills in empathy, coaching, and teamwork were invaluable following the October 2002 Bali bombing, when we had to evacuate a third of the American staff and all family members in less than a week. She guided our hundreds of evacuees through a stressful seven-month separation from their spouses left behind in Jakarta, helping them to manage expectations and deal with bureaucratic details, and at the end of this ordeal to rebuild a sense of community .

– Patrick Truhn, US Embassy Indonesia, Management Counselor

Joy provided me with insightful support as my executive coach as I took on a new leadership role in the nonprofit sector. Her deep listening and supportive questioning allowed me to express the best part of myself as a compassionate leader. The lessons I learned with her will serve me well for years to come.

– Chitra Kumar, Managing Direct of Climate and Energy, Union of Concerned Scientists

