

JENNIFER POSA, PHD, MS

www.drjenniferposa.com

EXPERTISE

- **Organizational psychologist** with the unique ability to define and execute human performance strategies to drive optimal individual and organizational performance.
- Corporate executive whose initiatives have transformed **cultures, service models, and organizational approaches** to employee health, wellbeing and resilience.
- Thought leader with **top secret security clearance** and over 30 years of experience across commercial, trade, government, and research organizations.
- Innovator uniquely adept at leveraging the rapid pace of change and complex environments to drive **peak performance** and **organizational results**.
- Subject matter expert with extensive knowledge of global trends, application, & best practices and expertise developing **evidence-based standards/guidance**.

PROFESSIONAL EXPERIENCE

Chief Wellbeing Officer

2022 - 2025

Central Intelligence Agency

- Inaugural Chief Wellbeing Officer within the United States Government Intelligence Community responsible for successful execution of congressionally directed workforce wellbeing mandate to support the national security agenda.
- Establish the Office of the Chief Wellbeing Officer comprised of staff and contractor personnel to execute strategy supporting the CIA global workforce.
- Define, develop and execute an evidence-based, holistic workforce wellbeing strategy that meets the unique needs of CIA officers and their families, and is fully integrated into the organization's structure, processes and culture.
- Develop measures of effectiveness framework and execute a comprehensive data management and evaluation strategy for needs, evaluation, and impact assessments.
- Provide guidance to Agency leaders on risks, organizational drivers, and mitigation opportunities to drive peak workforce performance and align business processes.
- Conduct executive leadership engagements with internal and external stakeholders and boards (U.S. Congress, OMB, USGs) on program execution and effectiveness.
- Provide thought leadership and expertise to USG partners to advance best practice sharing, innovation, and advancement of workforce resilience.

Johnson & Johnson Health Care Systems

2020 - 2022

Global Head, Employee Mental Well-being & Workplace Effectiveness

- Responsible for the development and execution of J&J global employee mental well-being & workplace effectiveness strategies supporting a workforce of 135,000 employees in 77 countries worldwide.
- Redefined the service model and delivery of core mental health and well-being services for employees and leaders to improve access to care, ensure high quality service delivery and leverage market innovation during COVID-19 pandemic.
- Responsible for organizational service delivery elements including crisis management, management referral, leadership support, mental health intervention initiatives and childcare services.
- Developed and executed leadership & employee learning and development curriculum to support holistic culture of well-being, mental health services, support and resources, and drive effective workplace behaviors to drive performance.
- Corporate lead for Enterprise and cross-functional initiatives to advance our commitment to employee mental health and evidence-based mental healthcare.

- Partnered with external leaders, partners, and organizations, to advance best practice, research, and commitment to individual and organizational well-being.

Johnson & Johnson Health Care Systems, Janssen

2018 – 2020

Healthcare Quality Director, Neuroscience & Infectious Disease

- Responsible for the development and execution of healthcare quality strategy for neuroscience and infectious disease franchises.
- Ensured seamless integration of strategy into commercial and medical strategies through cross-functional partnership to achieve strategic objectives.
- Defined and lead key market analysis initiatives including environmental scans, qualitative interviewing, and quantitative analyses to support business needs.
- Managed external partnerships from identification through delivery of services.
- Provided subject matter expertise to internal partners on value-based initiatives, healthcare quality landscape, metrics, QPP programs, and accreditation programs.
- Represented Janssen on industry workgroups, healthcare quality initiatives, and associations to drive Janssen leadership position and support business strategy.
- Defined and lead employer coalition strategy & mental health strategy as part of Strategic Customer Group Employer Strategy team.

Johnson & Johnson Health Care Systems, Janssen

2016–2018

Strategic Market Director

- Developed and executed business plans for key healthcare stakeholders (payers, business groups) in strategic markets (NYC, CT).
- Responsible for establishing, maintaining, and enhancing product access through optimal formulary positions in key therapeutic areas: Neuroscience, HIV, & CVM.
- Drove sales growth by conceptualizing, designing and executing novel value-based initiatives that align with JnJ strategic priorities and enhance the overall value of JnJ/customer relationships.
- Developed and executed best-in-class customer programs focused on the value of quality metrics in diabetes.
- Collaborated regularly with internal and external business partners to identify, plan, operationalize, and execute innovative solutions to meet customer needs and support organizational business priorities.
- Cultivated deep and broad relationships with key external stakeholders and influencers within marketplace.

Mayo Clinic Global Business Solutions

2005–2016

Strategy Consultant

- Lead consultant on healthcare strategy, population health data & assessment, trends and best practices to external customers and Mayo Clinic leadership.
- Redesigned Strategic Consulting function to better meet marketplace demands, differentiate products and services, and optimize Mayo Clinic expertise.
- Managed business plan refresh effort to identify new and emerging opportunities that align with Mayo Clinic strategic objectives and core capabilities.
- Served as consultant to Mayo Clinic Board to define employee health & well-being strategy including physician/staff engagement strategy.
- Represented Mayo Clinic on multiple industry boards, work groups, and conferences on emerging trends, receiving multiple recognition awards for contributions.
- Led research initiatives and collaboration projects with multiple stakeholders to advance the science and identify measures/standards.
- Defined data collection, measurement, outcomes analysis, and product reporting needs to ensure alignment with industry standards.

EARLIER PROFESSIONAL EXPERIENCE

- Regional Account/Sales Manager, Mayo Clinic Medical Ventures 1999-2003
- Adjunct Professor, Brookdale Community College 2001-2007
- Account Coordinator, Torre Lazur Healthcare Group 1998

- Manager of Client Operations, Lexant Corporation 1997-1998
- Public Relations Coordinator, American University 1995-1997
- Corporate Accounts Sales Manager, Enterprise Leasing Co. 1993-1995

PROFESSIONAL LEADERSHIP

American Council on Exercise

- Advisory Board Member, Industry Advisory Panel, (2015 – 2016)

American University

- Adjunct Faculty Member, Master of Science Program, Health Promotion Management (2022)

Business Group on Health

- Member, Global Mental Health Workgroup (2021)

The Conference Board

- Council Member, Corporate Well-Being & Strategic Health Leadership Council (2014-2016)

GTMRx Institute

- Co-Lead, Payment & Policy Workgroup (2019 – 2020)

Health Enhancement Research Organization (HERO)

- Director, Board of Directors (2022 – 2023)
- Core Development Team Member, *HERO EHM Best Practice Scorecard V5 in Collaboration with Mercer* (2020-2021)
- Vice Chair, Research Study Sub-Committee (2014-2016)
- Research Workgroup Chair, Culture of Health Committee (2014-2018)
- Co-Leader, Organizational Support domain for *Program Measurement & Evaluation Guide: Core Metrics for Employee Health Management* (2011-2015)
- Core Development Team Member, *HERO EHM Best Practice Scorecard V4 in Collaboration with Mercer; Global EHM Best Practice Scorecard V4 in Collaboration with Mercer* (2014-2015)

HR Policy Association

- Member, Behavioral Health Committee (2021)

iWorkwell

- Subject Matter Expert, Wellness Initiatives (2015-2016)

Johnson & Johnson

- Judge, Art of Janssen Annual Charitable Event (2021)
- Leadership Team Member, Alliance for Diverse Abilities (2020-2022)
- Mental Health Diplomat (2019-2022)
- Resilience, Energy, & Well-Being Event Chair, Women's Leadership Initiative Employee Resource Group, NYC Chapter (2017)
- Women's Leadership Initiative Employee Resource Group Member (2016 – 2022)

Janssen, Strategic Customer Group

- Advisory Board Member, Customer Advisory Team (2017-2020)
- Advisory Board Member, Employer Workgroup (2016-2020)
- Alliance for Diverse Abilities Member (2019 - 2020)
- Community Impact Ambassador, SCG (2019 - 2020)
- Core Team Member, SCG Innovation Team (2017-2018)
- Core Team Member, SCG, Trust & Integrity/Culture Team (2017-2018)
- Core Team Member, Culture Team – Trust & Integrity Workgroup (2017-2018)
- Core Team Member, Invokana SCG/Brand Workgroup (2016-2018)
- Core Team Member, Neuroscience Culture Team (2019-2020)
- Core Team Member, Prezista SCG/Brand Workgroup (2016-2018)
- Founder, T2D Shared Learning Initiative (2017-2018)

Office of the Director of National Intelligence

- Member, Alliance for Intelligence Resilience Workgroup (2022-present)

Patient-Centered Primary Care Collaborative

- Executive Member, representing Janssen (2018-2020)

Population Health Alliance (PHA, formerly Care Continuum Alliance)

- Co-Facilitator, Organizational Support domain for *Program Measurement & Evaluation Guide: Core Metrics for Employee Health Management* (2011-2015)
- Data Advisory Board Member, representing Mayo Clinic (2014-2016)
- Workgroup Co-Chair, Engagement Workgroup (2015-2016)

State of Connecticut

- Lobbyist, Johnson & Johnson Healthcare Systems, Inc. (2017-2018)

World Economic Forum/Wellcome Trust

- Partner Participant, Workplace Mental Health Series (2021)

EDUCATION

Doctor of Philosophy in Industrial/Organizational Psychology

Capella University, Minneapolis, MN

Master of Science in Health Fitness Management

American University, Washington, DC

Bachelor of Arts in Psychology

Denison University, Granville, OH

Human Performance Institute (HPI)

- Energy for Performance One Day Course, Raynham, MA; April 2017
- Corporate Athlete Course, Lake Nona, FL; December 2012

Gallup Strength Finders

- Top 5 Strengths: Individualization, Strategic, Activator, Learner, Futurist

PROFESSIONAL PRESENTATIONS & RECOGNITION

“Perspectives from the C-Suite on Value, Data, and the Future” Speaker, Health Enhancement Research Organization Think Tank, November 12, 2025.

“Leading with Intention During Uncertainty” Panelist, Health Enhancement Research Organization 2025 University Summit, October 21, 2025.

“CIA Directors Award” Received from Director William J. Burns in recognition of Extraordinary Fidelity and Essential Service to the Central Intelligence Agency, January 2025.

“CIA Directors Award, Directorate of Support” Received from Deputy Director of Support in recognition of exemplary service to the Central Intelligence Agency, March 2024.

“Cultivating a Healthy Work Environment while Protecting National Security” Presenter, US Geospatial Intelligence Foundation GEOINT Symposium, May 5, 2024; [Clearance Jobs](#) article authored by Jillian Hamilton, May 6, 2024.

“Establishment of the Chief Wellbeing Officer Role, Office, and Strategy” Presenter, Johns Hopkins Bloomberg School of Public Health, Jan 12, 2024.

“Being a Spy Can be Pretty Stressful. The CIA is Trying to Help.” [In the Room with Peter Bergen](#), podcast conducted by Peter Bergen, Jan 30, 2024.

“Finally, Zumba Classes for Latter-Day Jason Bournes” [The New Yorker](#), article authored by Antonia Hitchens, Feb 27, 2023.

“The Spy Who Came in From the Cold and Then Took 50,000 Additional Steps” [The Wall Street Journal](#), article authored by Warren P. Strobel, Aug 28, 2023.

“File 011: How an Ops Officer and an Industry Expert Drove a new Focus on Wellbeing at CIA.” [The Langley Files: CIA's Podcast](#), podcast conducted by Dee and Walter, June 15, 2023.

“How Mental Health Affects You, Your Work, and Your Business” Presenter, Latina Style Awards & Diversity Conference, May 19, 2022.

“The State of Mental Health in the Workplace” Presenter, Employee Benefits Research Institute, May 10, 2022.

“Bouncing Back While Moving Forward: How the Syndemic of COVID-19 and Racial Discord can Revitalize Work and Well-being” Presenter, Health Enhancement Research Organization Annual Forum, October 13, 2021.

“Capturing Mental Health Support in Business Metrics/Creating a Mental Health at Work Index” Presenter, One Mind at Work Global Annual Forum, September 9, 2021.

“Prioritizing Mental Health: Closing the Gaps” Keynote Presenter, Business Group on Health Mental Health Conference, July 7, 2021.

“How Mental Wellness Affects You, Your Work, and Your Business” Presenter, Latina Style 50 Awards & Diversity Leaders Conference, April 29, 2021.

“Enabling a Culture of Well-being: COVID-19 & Employee Mental Health” Presenter, The Consumer Goods Forum, February 25, 2021.

“Mental Well-being: Identifying Your Superpower” Presenter, WorkBeyond Summit, October 14, 2020.

“Building a Culture of Health in the Workplace” Presenter, Integrated Benefits Institute, Webinar, May 12, 2020.

“Employee Mental Health and Well-being in the Time of COVID-19” Presenter, American Heart Association, Webinar, May 11, 2020.

“Guide to Mental Health in the Workplace during COVID-19” Presenter, Disability:IN Webinar, May 6, 2020.

“Mental Health: Raising the Standard through Collaboration” Presenter, Health Enhancement Research Organization Annual Forum, Portland, OR, September 11, 2019.

“Mental Health: An opportunity to drive trust, support culture, & ensure accountability” Presenter, Midwest Business Group on Health Annual Conference, Chicago, IL, May 9, 2019.

“Creating Healthy Cultures Takes Work: Case Studies, Evidence, and Real-World Implications for the Workplace” Presenter, Art & Science of Health Promotion Conference 2019, Hilton Head, SC, April 5, 2019.

“Cultivating a Culture of Engagement & Collaboration” Consultant, Renown Health Breast Imaging Center, Reno, NV October 25, 2017.

“Cultivating Emotional Health: The Different Companies, Three Unique Approaches” Moderator, National Business Group on Health Annual Conference 2016, Washington, DC. September 15, 2016.

“Well-Being and Engagement: The New Value Proposition” Keynote Speaker, American Heart Association Workplace Wellness Forum 2016, St. Louis, MO. February 9, 2016.

“A New Look at Culture” Conference Presenter, 4th Annual HealthLead Forum hosted by US Healthiest in partnership with CDC, Atlanta, GA. January 15, 2016.

“Creating High Performing Workplaces through Work Engagement & Engagement in Health” Conference Presenter, Population Health Alliance Forum 2015, Washington, DC. November 3, 2015.

“Health, Well-Being & Engagement: Understanding the Relationship” Conference Presenter, HERO Forum, Chicago, IL. September 29, 2015.

Appreciation Award for Service to the Organization, Health Enhancement Research Organization, 2015.

“National and Global Employer Health, Wellness & Productivity” Expert Panel Participant, 2015 IHPM/WPWA Leadership Meeting, April 28, 2015.

“Creating a Culture of Health & Engagement Through Organizational Support” Conference Presenter, NEEBC: Driving a Healthy & High Performing Workforce Through Workplace Culture and Environment, Boston, MA. June 17, 2015.

“Best Practices in Population Health & Well-Being: A Multinational Perspective” Keynote Presentation, 5th Annual International Health Risk Management Forum, Shanghai, China. April 17, 2015.

“Innovative Strategies for Creating and Measuring a Culture of Health and Engagement” Conference Presenter, 24th Annual Health Benefits Conference & Expo. Clearwater Beach, FL. January 28, 2015.

Outstanding Leadership in Population Health Award, Population Health Management, 2014

“Creating a Culture of Health and Engagement Through Organizational Support” Conference Presenter, PHA Forum, Scottsdale, AZ. December 11, 2014.

Appreciation Award for Service to the Organization, Health Enhancement Research Organization, 2014

“Culture & Engagement: Understanding the Relationship” Conference Presenter, HERO Forum, San Diego, CA. October 1, 2014.

“A National Perspective: Creating a Culture of Health & Engagement” Keynote Presenter, 2014 Wyoming Employee Health Management & Wellness Summit, Sheridan, Wyoming. April 30, 2014.

“Culture of Health: What do we know?” Radio show guest. HealthCare Consumerism Radio. April 4, 2014.

“Engagement - As It Pertains to the Business and to Health” Panel Moderator. 2013 HERO Pre Forum Think Tank Meeting. Orlando, Florida. September 23, 2013.

“A National Perspective - Best Practices, Industry Trends and the Importance of Organizational Support” Keynote presentation. 2013 Wyoming Employee Health Management & Wellness Summit. Gillette, Wyoming. April 11-12, 2013.

PUBLICATIONS

“The Role of the Chief Wellbeing Officer in Enabling Organizational Readiness, Resilience, and Performance”

- Author, [American Journal of Health Promotion, Knowing Well, Being Well](#) (August 2025)

“Culture is king: Improving employee health and well-being”

- Co-Author; Media Planet (Fall 2018)

“Supporting a Culture of Health in the Workplace: A Review of Evidence-Based Elements”

- Lead Author; [American Journal of Health Promotion](#) (Nov 2018)

“Supporting a Culture of Health in the Workplace: Defining, Understanding the Evidence, and Recognizing the Opportunity to Learn More”

- Lead Author; [The Art of Health Promotion](#) (November 2017)

“Linking Best Practices and the Bottom Line: Tracking Market Performance of Companies with Highest Scores on the HERO Best Practices Scorecard”

- Co-author; [Journal of Occupational & Environmental Medicine](#) (January 2016)

“Key Requirement for the Future: Broadening our Perspective”

- The Art of Health Promotion; A Collection of Book Reviews (July 2015)

“Research Study Review of Perceived Workplace Health Support Is Associated With Employee Productivity”

- HERO Review of Industry Research (May 2015)

“Building a Culture of Health Through Organizational Support”

- International Foundation of Employee Benefit Plans Benefits Magazine (June 2015)

“Creating a Culture of Health & Engagement through Organizational Support”

- HERO Employee Health Management Scorecard commentary (May 2015)

“Industry Voices: Creating a Culture of Health and Engagement through Organizational Support”

- Expert commentary: HERO on Health newsletter (February 2015)

“Program Measurement and Evaluation Guide: Core Metrics for Employee Health Management”

- Co-chair of the Organizational Support domain; [The Art of Health Promotion Journal](#), April 2014

“Expert Comments on “The Art’s” Case Study From Last Month”

- Expert commentary; The Art of Health Promotion Journal, April 2014

“An Analysis of the Effectiveness and Impact of Corporate Health Promotion Programs, with specific review of incentives”

- Delivered to US Congress May 2013, as specified in Section 1201 of PPACA, 2010
- Facilitated Mayo Clinic involvement as core data contributor

“Organizational Health Scorecards”

- Co-Author; published in The Art of Health Promotion Journal, May/June 2013

“Health Promotion Activity: Difference Between High and Low Ranked Fortune 500 Companies”

- Presented at American Journal of Health Promotion Conference, March 1997
- Presented at Association of Worksite Health Promotion Conference, Region II Conference, 1997

“The Relationship Between Perceptions of Others’ Evaluations and Self-Concept”

- Unpublished manuscript, 1993
- **“Stressful Life Events and Alopecia Areata”**
- Co-author, 1992

“Effects of Laboratory Induced Controllable and Uncontrollable Stress on Rorschach Variables m and Y”

- Editor, 1992

*Please note, work noted may include Jennifer Flynn or Jennifer Posa Flynn as author reference