

Damien Faughnan coaches CEOs to accelerate their success.

Since 2004, Damien has worked with the CEOs of over sixty companies. He helps his clients assess where they stand in their CEO journey and determine what skills and knowledge are necessary to succeed. For new and serial CEOs, he astutely helps them assume the role with authenticity, focus, and strength.



Damien's coaching specialty is working with CEOs and CEO candidates. He has coached over eighty executives through the CEO transition process. This work involves supporting CEOs in building plans for success rather than learning by trial and error. He uses a proprietary "CEO Success" framework to guide clients to higher performance. This practical framework focuses on the key roles a CEO must master to be successful.

Grounded in a deep sense of purpose, Damien is dedicated to the success of his clients and their companies. He draws on a wealth of unique experience gained from coaching c-suite executives in many industries as well as his commitment to his own professional development. Damien describes his work as a blend of coaching, mentoring, and advising.

Damien creates a trusting and confidential long-term relationship with his clients. He listens, challenges assumptions, and acts as an objective thought partner to expose and enable new perspectives. His clients describe him as both a strategic thinker and an experienced mentor who has an unique ability to rapidly understand and simplify complex issues.

Damien was born, raised, and educated in Ireland. He spent seven of his formative years in a monastery. He has lived in the United States for over twenty-five years and, in his earlier business career, he rose to multiple brokerage and technology leadership roles at Charles Schwab.

He has served on two non-profit boards and actively supports causes including the Boys & Girls Clubs of Metropolitan Phoenix, animal welfare, and civil rights.

Damien holds Masters Degrees in Instructional Technology (San Francisco State University) and Equality Studies (University College Dublin). He received his coach training at the Hudson Institute, Santa Barbara and the Strozzi Institute, Petaluma. In 2018, he was ranked in the list of Top 100 Global Executive Coaches. In 2022, he was named as one of the top Executive Coaches in Phoenix, Arizona.

Damien can be reached by phone at 602.405.9230 or email at damien@damienfaughnan.com.

Career History

DF Consulting, Managing Director (2002 – Present)

Specialties include:

- CEO Readiness Coaching: Supporting a leader who is navigating the CEO succession process by demonstrating progress against agreed-upon development goals.
- CEO Coaching: Working with CEOs as they navigate a complex but somewhat predictable CEO lifecycle. Addressing a variety of typical challenges: developing followership, building a high-performing team, managing the board and investor communities, and creating strategic clarity for all employees. Coaching is typically focused on gathering feedback and supporting CEOs in developing robust communication skills, acquiring new self-management strategies and approaches to people management—all while making the CEO role high-impact and sustainable. Clients appreciate the opportunity to work with an experienced, confidential thought partner.

Goodstone Group, Principal & Executive Team (2004 – 2018)

As a principal and executive coach, work focused on supporting high-profile CEO succession.

Charles Schwab, Managing Director of Executive Development (2002 – 2004)

Responsible for all corporate-wide leadership development programs and learning technology. Coached senior executives. Facilitated executive strategy and planning sessions to create enterprise business plans/goals with clear line of sight to corporate business strategy. Created infrastructure to help manage succession planning and talent management for approximately 700 high-performing, high-potential leaders.

Charles Schwab, Managing Director of Education & Communication (1999 – 2002)

Led development of strategy to deliver learning programs to 3,000 employees. Designed, developed, and deployed web training to support financial services regulatory changes (decimalization, Patriot Act, Sarbanes-Oxley). Helped lead Schwab's business resumption and the communication of key messages in the aftermath of 9/11.

Charles Schwab, Senior Technology Manager (1997 – 1999)

Member of a team responsible for building four regional call centers. Worked on all aspects of help desk implementation.

Charles Schwab Senior Brokerage Senior Manager (1993 – 1997)

Responsible for a variety of brokerage oversight functions.

- Hudson Institute Graduate, Coach Intensive Training
- Somatic Coach Training, Strozzi Institute
- Certified to administer a broad range of leadership assessment instruments
- M.A. Instructional Technology, San Francisco State University
- M.Sc. Equality Studies, University College Dublin, Ireland (highest honors)
- Higher Diploma Education, Trinity College Dublin, Ireland (highest honors)
- B.A. Maynooth University, Ireland (awarded highest honors)
- Series 7, 8 (9 & 10) and 63 stock brokerage licenses (currently inactive)

Education and Professional Affiliations

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