



Dr. Miriam Javitch, MBA

Managing Partner

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Dr. Javitch, a founding partner of Meritas, has over 20 years of executive coaching experience with CEOs, COOs, senior leaders and partners in professional service firms. She also works in the areas of executive team development, large-scale change, organization design, strategy consultation, and leadership development program design and management.

Miriam received her B.A. in Psychology from McGill University, her MBA in Strategy and Marketing from Columbia University Business School, and her Ph.D. in Organizational Psychology from Columbia University. Her career has included leadership and partner-level roles in several consulting firms, including Mercer Delta, YSC (a London-based consultancy), E&Y, and W. Warner Burke Associates.

Miriam has worked across the globe with primary focus in Europe, North America and targeted experience in Asia and Latin America. She speaks English and Hebrew fluently.

Her primary areas of expertise are executive assessment and coaching, large scale strategic and global change, and large scale leadership development. Her client work spans a broad range of companies including: Deloitte, E&Y, Andersen, Merck, Astra Zeneca, Bristol Myers Squibb, Quest Diagnostics, The New York Times, the British Broadcasting Corporation, RBS, HSBC, Diageo, Thomson-Reuters, NASA, and Prudential.

Practice Areas

Strategy Implementation and Organizational Change

Alignment of key players, communication to constituents and translation of the strategic blueprint into critical priorities for all concerned.

Senior Leadership Assessment and Development

Molding a team of champions into a championship team.

High-impact Executive Coaching

To achieve the organization's strategic intent and help leaders realize their full potential.

Creating a High Performance Coaching Culture

Building a sustainable coaching culture to strengthen development, engagement, and business performance.

Building Leaders as Coaches

Our program to create master coaches.

Testimonials

Tom McGee, Partner and Global Chief of Staff, Deloitte

“Miriam helped lead the development and implementation of a new innovative leadership development program for our global organization. I worked closely with her throughout this process and was thoroughly impressed by her professionalism and intellect. Miriam is not only capable of providing constructive and thoughtful feedback but more importantly she can translate that feedback into concrete and simple action steps to address presented challenges. I view her as a trusted advisor and always welcome the opportunity to engage with her.”

Ellen Stafford-Sigg, Global Lead Client Service Partner, Board Director, Deloitte

“Miriam's highly personalized coaching is very effective in helping me focus on the strengths that I can leverage better, with a long-term vision and clear short-term action steps. She takes a holistic approach that includes understanding my personal goals and balancing act as well as my career aspirations and leadership objectives. She also has an exceptional understanding of organizations, which she applied quickly to my firm and my role in the dynamics of the practice and the development of my team. The combination helps me take a fresh view of my own potential and how to attain it, which has been energizing and fruitful.”

Allen Smith, CEO, Prudential Real Estate Investments

“Miriam has been tremendous on all fronts. She is a very quick study of both industry and organizational issues. She is a good judge of people and able to quickly assess internal organizational dynamics. She has gained the confidence of other people in the company and managed to illicit feedback that is otherwise difficult to achieve. She is direct and constructively critical and establishes coaching milestones that I am held accountable to achieving.”