Joy Fitzgerald joined Eli Lilly and Company as director of global leadership and employee development in 2014. In that role, her responsibilities included creating solutions that enable and accelerate development for leaders and employees.

In early 2017, she became chief diversity officer. As leader of Lilly’s Global Diversity and Inclusion Office (GDIO), Joy partners with Human Resources and business leaders to support Lilly’s objective to attract and develop talent, build future leaders at all levels and improve diversity and inclusion across the company.

Previously, Joy was chief diversity officer and director of workforce effectiveness at Rockwell Collins in Cedar Rapids, IA. She specializes in diversity and inclusion, succession management, leadership development, strategic planning, organizational effectiveness and executive coaching. A strategic global leader in talent management, Joy has dedicated her career to improving the lives of individuals, one person at a time. Known as an “inspirational leader”, Joy has a rare ability to tackle very difficult subjects and speak truth to power without stirring negative emotions. She is skillful and experienced in developing business solutions that address people challenges to create an inclusive work environment.

As a dynamic speaker and strategic thought partner, Joy has presented keynote speeches and workshops in more than 20 countries and 5 continents. She has more than 20 years of leadership experience working across business sectors, for both profit and nonprofit organizations in various industries. She is a highly sought after executive coach helping leaders to go from where they are to where they aspire to be. She has served on boards for several organizations and was named by Diversity Journal as a “Woman Worth Watching,” by Healthcare Businesswomen’s Association as a “Rising Star,” and by Black Enterprise as a Top Executive in Corporate Diversity.

Please reference the links below for examples of Joy’s thought leadership and innovative strategies in diversity and inclusion:

- Read Joy’s recent Harvard Business Review article “How Lilly is Getting More Women into Leadership Positions”
- Joy’s recent podcast interview with “The Will to Change” podcast
- Joy speaking about Lilly’s partnership with Gender Fair
- Joy’s interview with The Alumni Society about Lilly’s Employee Journeys
- This video of Joy speaking about executive diversity councils in her previous role as CDO at Rockwell Collins
- To learn more about recognition of Lilly’s D&I leadership, please read about their recent recognition by Gender Fair; their #6 spot on Diversity Inc’s Top 50 companies list; and their 2018 Working Mothers award.