



Jessica Kaplan

VP, Talent Consulting / Executive Coach

Jessica is ClearRock's Vice President of Talent Consulting. Through developing meaningful relationships, listening intently, and providing thoughtful expertise, Jessica helps leaders to unlock their own potential and that of their team.

With over 15 years of experience in HR, talent optimization, and leadership development, Jessica is a trusted advisor to leaders, enabling and propelling business strategy through talent. As a facilitator, she connects groups of individuals in engaging and impactful learning experiences. And as a coach, Jessica creates space for leaders to find greater professional clarity, challenge old assumptions, and maximize their effectiveness and influence.

Before joining ClearRock, Jessica held roles as HR Business Partner to the Chief Operating Officer at Tufts Medical Center and Vice President of Talent for Benchmark Senior Living, where she spearheaded the company's diversity, equity, and inclusion approach. Prior to that, she was the Senior Director of Talent & Leadership Strategy for Bright Horizons Family Solutions, creating talent processes and programs for over 30,000 employees and serving as a thought leader for the organization.

Jessica received a bachelor's degree in American Studies from Tufts University, and masters' degrees in International Communication from American University and in International Higher Education Policy from the University of Maryland. She is a Certified Professional Coach (PCC) by the International Coaching Federation, a Master Trainer in the Predictive Index, and certified in EQ-I, StrengthsFinder, and the Leadership Versatility Index assessments. Jessica is an alumna of the NEHRA Executive Women in HR program.

As a grateful mother to a wonderful twin boy and girl, she enjoys spending time with them and her husband, dancing in the kitchen, and speaking Spanish whenever possible. She is an advocate of equal rights and provides pro-bono coaching and mentoring to young leaders.