



PROFILE

Jolie is a cognitive scientist, specializing in leadership, workforce resilience and recovery from large-scale emergencies.

Jolie is Co-Founder and CEO of Hummingly LLC. Hummingly's vision is that everyone has access to the world's best advice in the toughest of times.

Jolie collates lessons learned from large-scale emergencies around the world to support leaders, teams, and organizations to achieve big, hard, meaningful things and grow in the process.

Jolie's area of interest is how the mind works under prolonged pressure, how we make decisions and how our reactions and behaviors are impacted by stress. She specializes in supporting people to perform at their best in conditions of pressure and uncertainty.

CONTACT

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JOLIE WILLS

CO-FOUNDER & CEO

EDUCATION

University of Canterbury

1993-1999

Master's Degree of Science in Cognitive Psychology, with First Class Honors.

CURRENT ROLE

Hummingly - Co-Founder & CEO

2019-current

Providing **training** and **innovative tools** to federal, state and local government organizations, aid agencies and the private sector.

Hummingly takes the learning from large-scale emergencies and uses it to support organizations, leaders and teams to perform at their best in service of their communities in pressured environments, while minimizing harm for mission-driven people.

Areas of expertise: Leadership under pressure. Workforce resilience. Performance under pressure. Burnout prevention. Disaster recovery.

AWARDS

Deloitte New Zealand – Impact Accelerator Program – 2021

Two impact-driven companies are chosen each year by Deloitte as part of their accelerator program. Hummingly was chosen in 2021 and Deloitte has wrapped a team of pro-bono support around Hummingly to accelerate plans for global impact.

Edmund Hillary Fellowship - 2019

Awarded an Edmund Hillary Fellowship – recognized as a global Impact entrepreneur.

Leadership New Zealand Scholarship - 2017

Awarded a scholarship for the Leadership New Zealand year-long program to support leaders of impact in New Zealand.

Winston Churchill Fellowship - 2014

Awarded a scholarship for global research on strategies to better support workforce resilience after disaster and mass disruption.



VOLUNTARY ROLES

Advising member of the Humanitarian Assistance and Psychosocial Support Subgroup - Counter-Terrorism Preparedness Network (CTPN)

Advisor and expert on deployment for After the Fire USA with deployments to Maui and Marshall Fires

Former Co-Chair of the New Zealand chapter of Australasian Women in Emergencies Network.

PUBLICATIONS

Trauma Informed Emergency Exercises: Provides a guided checklist for a trauma-informed approach into exercise design and delivery, Counter Terrorism Preparedness Network's Humanitarian Assistance and Psychosocial Support (HAPSS) Working Group.

Sustaining Those Working in Disasters: Domestic Preparedness Journal · Apr 24, 2024

Supporting People After Terrorism: A Compendium: Provides information, guidance, practical tips, and details on supporting people after terrorism and other collective trauma events, Counter Terrorism Preparedness Network's Humanitarian Assistance and Psychosocial Support (HAPSS) Working Group.

Primary author of the **New Zealand Psychological First Aid guide**.

Co-author of [Leading in Disaster Recovery: A Companion through the Chaos](#) – the seminal guide to leadership after disaster.

Developing a support program for the bereaved: Personal reflections from the Christchurch earthquake experience – Australian Journal of Emergency Management

Co-designer of the [Doing Well](#) tool to support wellbeing, resilience and performance.

Co-designer of [Cards for Calamity](#) to support recovery from disaster.

Co-designer of the **Pandemic Pack** - used by 600+ organizations worldwide to support their people with the disruption and stress caused by COVID-19.

Featured in Richard Branson's **Virgin Unite's [100% Human at Work](#)** book of workplace innovations.

PREVIOUS EXPERIENCE

New Zealand Red Cross: National Psychosocial Lead - 2011-2016

Led the development and implementation of psychosocial programs and grants for earthquake-impacted residents of Christchurch.

Served as the lead psychosocial advisor to New Zealand Red Cross and in support of other disasters around the globe.

Various previous roles in social services – 1998-2017

- Presbyterian Support – Manager – Day Program (services for the elderly)
- Community Living Trust – Program Manager – (community-based disability support service)
- Pathways Trust – Team Leader (community-based mental health service)
- Richmond Fellowship – Program Lead (community-based mental health service)



SPEAKING PEDIGREE – A SELECTION

References available for the below:

- 1) Mental Health America of Indiana – Keynote presentation to 700+ participants at the 2023 Mental Health & Addiction Symposium, Dec 2023.
- 2) Jefferson County, Colorado – Annual Leadership Summit. Keynote presentation to 300+ participants in Feb 2024
- 3) Partners in Emergency Management annual conference – Keynote presentation to 300+ participants April 2023
- 4) Colorado Division of Homeland Security & Emergency Management annual Access & Functional Needs conference. Keynote speaker to 300+ participants. April 2024
- 5) Emergency Planning Society (U.K.) keynote to 300+ participants
- 6) DisruptHR Denver – Main stage presentation to 400+ participants September 2023
- 7) Association for Talent Development – Rocky Mountain Chapter keynote March 2022
- 8) Rocky Mountain Total Rewards Association - keynote December 2022
- 9) International Association for Emergency Management annual conference– pre-conference workshop and in-conference spotlight session. November 2023
- 10) Transform HR – Innovation Stage, March 2023
- 11) Texas Division of Emergency Management annual conference breakout, May 2024
- 12) 11th TEPHINET (Training Programs in Epidemiology and Public Health Interventions Network) 2021 Regional Scientific Conference of the Americas. *Mental health and wellbeing while practicing field epidemiology*. October 2021. Keynote co-presented with Dr David Addiss, Task Force for Global Health to 300+ participants
- 13) Minnesota State Department of Health - Organizational Wellness Symposium for Department of Health Leadership. Upcoming, June 2024