Charisse Pierce, Recognized By Influential Women, Brings Two Decades Of HR Expertise To Strategic Workplace Thinking

IN, UNITED STATES, September 16, 2026 /EINPresswire.com/ -- Through Cordison Consulting, Keynote Speaker and Executive Coach Charisse Pierce is Helping Professionals and Organizations Recognize the Strategic Value Hidden Within Everyday Work While Building Careers and Cultures Rooted in Authenticity, Alignment, and Sustainable Success



Indianapolis, Indiana – With nearly two decades of Human Resources experience, Charisse Pierce has built a career around helping people and organizations see possibilities that are often overlooked. As a keynote speaker, executive coach, and founder of Cordison Consulting, Charisse brings a distinctive perspective to the workplace through her work on Invisible Strategic Thinking—the strategic judgment, problem-solving, and decision-making that frequently exists within everyday work but is not always recognized as strategic.

Her work challenges traditional assumptions about what strategic thinking looks like. Rather than limiting strategy to executive-level planning, major initiatives, or formal business decisions, Charisse focuses attention on the strategic capabilities professionals demonstrate every day. By helping individuals recognize and articulate the value already present in their work, she also helps leaders identify, develop, and leverage talent more effectively.

Charisse's professional credentials include the SHRM-CP (Society for Human Resource Management – Certified Professional) and PHR (Professional in Human Resources), reflecting her extensive foundation in the Human Resources field. Through speaking, research, thought leadership, and coaching, she continues to explore how organizations can better understand the people and capabilities already within their workforce.

At the center of Charisse's philosophy is a simple but powerful belief: success should feel as good as it looks.

Taking the First Step Without Seeing the Entire Staircase
When reflecting on what has contributed most to her success, Charisse points to her willingness to move forward even when the full path was not visible.

She attributes much of her career development to being willing to "take the first step without seeing the entire staircase." Many of the opportunities that shaped her professional journey did not come with a clear roadmap or guaranteed outcome. Instead, they required her to trust her judgment, take thoughtful action, and adapt as circumstances changed.

Over time, Charisse learned that having every answer before moving forward is not always necessary. Sometimes, progress comes from making the best decision possible with the information available, then learning from what happens next.

That philosophy has become an important part of the work she does today. Charisse believes many professionals underestimate their own capabilities because they focus primarily on what they have not yet mastered. In her view, people can become so concentrated on gaps in their knowledge or experience that they overlook the strategic judgment and problem-solving skills they already demonstrate.

Through her work, she encourages professionals to recognize their strengths, trust their judgment, and move forward with greater clarity and confidence.

Authenticity as a Foundation for Career Success
The best career advice Charisse has received is also advice that continues to influence her approach today: be her authentic self.

Early in her career, Charisse often looked to others for answers and believed there was a "right" way to build a successful career. Experience eventually taught her that lasting professional success is less about following a predetermined formula and more about understanding personal strengths, trusting individual judgment, and pursuing a path aligned with who a person truly is.

For Charisse, authenticity extends beyond self-expression. It means making decisions that reflect personal values, strengths, and perspective.

She believes professionals often create their greatest impact when they stop attempting to fit a particular mold and instead recognize what makes them uniquely effective. This perspective informs both her executive coaching and her broader thought leadership, where she helps accomplished professionals gain clarity, align their actions with their strengths and values, and

create sustainable success.

Encouraging Young Women to Define Success for Themselves
Charisse also brings this philosophy to her advice for young women entering the Human Resources and broader professional landscape.

Her message is to remain curious about who they are becoming.

Rather than feeling pressured to have everything figured out early in their careers, Charisse encourages young women to give themselves permission to grow, evolve, and redefine success as they gain experience. Careers are rarely perfectly linear, and some of the most valuable insights emerge only after people encounter new responsibilities, challenges, opportunities, and perspectives.

She also encourages young women to define success for themselves instead of relying entirely on external expectations. Seeking advice and learning from others can be valuable, but ultimately, professionals must take time to understand what matters most to them.

According to Charisse's philosophy, the most fulfilling careers are often built by people who align their choices with their own strengths, values, and priorities. Doing so can help them contribute with confidence, communicate their value more effectively, and build careers that remain sustainable over time.

Making Invisible Strategic Thinking Visible
One of the most significant opportunities Charisse sees in her field is helping organizations recognize the strategic capabilities that already exist within their workforce.

Strategic thinking is often associated with highly visible initiatives, executive planning, or major organizational decisions. However, Charisse believes this narrow definition can cause organizations to overlook the strategic thinking embedded in everyday responsibilities.

Professionals make decisions, solve problems, anticipate risks, recognize patterns, connect ideas, and navigate complex situations every day. These activities can require substantial strategic judgment, even when they are categorized simply as "execution."

This distinction is becoming increasingly important as organizations navigate complexity, ongoing change, and the growing influence of artificial intelligence. While technology continues to transform how work is performed, human capabilities such as contextual judgment, pattern recognition, critical thinking, and decision-making remain essential.

Charisse sees an opportunity to make these capabilities more visible and easier to understand.

When professionals can articulate the strategic contributions they make, they gain a clearer

understanding of their own value. When leaders can recognize those capabilities within their teams, they are better positioned to make informed talent decisions, strengthen engagement, support retention, and improve organizational performance.

Leading With Authenticity, Integrity, and Alignment
Authenticity, integrity, and alignment are central to Charisse's approach to both work and life.

She believes authenticity means showing up as her genuine self while ensuring that her decisions reflect her values, strengths, and priorities. Achievement alone, in her view, does not define meaningful success. How that success is achieved matters just as much.

Integrity is equally important. Charisse strives to be thoughtful, honest, and consistent in how she leads, communicates, and makes decisions. She recognizes that trust develops when actions align with words and seeks to bring that consistency to her professional relationships.

Alignment has become another defining principle of her work. Charisse has observed that people can sometimes pursue goals that appear successful from the outside but do not genuinely fit who they are. She believes sustainable success is more likely when people align their actions with their values, strengths, and purpose.

That belief ultimately connects all aspects of her work—from Invisible Strategic Thinking to executive coaching and keynote speaking.

Through Cordison Consulting, Charisse Pierce is helping professionals and leaders look beyond conventional definitions of success. By making hidden capabilities visible, encouraging authentic career development, and emphasizing thoughtful action amid uncertainty, she offers a perspective that is both practical and deeply human.

Her message is clear: professionals do not always need to have the entire staircase mapped out before taking the next step. Sometimes, recognizing the strengths already within them—and having the confidence to act on those strengths—is where meaningful progress begins.

And for Charisse, the ultimate measure of that progress is not simply how successful a career appears, but whether success feels as good as it looks.

Learn More about Charisse Pierce:

Through her Influential Women profile, https://influentialwomen.com/connect/charisse-pierce

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