



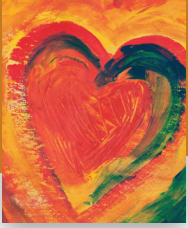
2015 Annual Graduate Coaches Conference
Encouraging the Heart in Coaching



GEORGETOWN UNIVERSITY
School of Continuing Studies
Institute for Transformational Leadership

Hilton McLean Tysons Corner Virginia
Thursday and Friday, March 12–13, 2015

Session Guide



Message from the Director of the Institute for Transformational Leadership

Welcome to Georgetown’s Institute for Transformational Leadership’s Annual Graduate Coaches Conference! When faced with tough challenges, our clients often turn to their well-developed skills as problem-solvers to find answers. Lately, the groundbreaking discoveries in neuroscience have made the brain a hot topic. Yet, as a Georgetown-trained coach, you know that the mind is just one resource available to our clients. This week, we are celebrating and learning from the heart, the home of our passion, emotion, and very source of life and breath. As Antoine de Saint-Exupery wrote in *The Little Prince*, “And now here is my secret, a very simple secret: It is only with the heart that one can see rightly; what is essential is invisible to the eye.”

Our theme, *Encouraging the Heart in Coaching*, speaks of the heart – and to the heart. What does it mean to encourage the heart of your client? And, perhaps most importantly, how can you stay connected and open-hearted, no matter the client’s situation or your own? We’ll be exploring these questions together and experiencing the pure fun of reuniting as friends, cohorts, and as an amazing community of practice.

Thank you for being part of this year’s conference! On behalf of the Institute for Transformational Leadership, I extend a warm welcome. We’re so glad you are here.

Sincerely,

Kate Ebner



Message from Program Director, Leadership Coaching Certificate Program

Welcome, on behalf of the Georgetown Leadership Coaching faculty, to this year’s graduate conference. I am always humbled by the brilliance and passion and commitment of our “tribe”, and so, for me, it is a thrill to participate in this gathering. In alignment with this year’s conference theme, one of the hallmarks of our community has always been its generous spirit, the seemingly endless supply of caring and support that is extended to all its members. How fitting, then, that we will spend this time together examining the various ways in which the heart shows up in our work and in the work of our clients. I am confident that we will all be enriched by the experience.

Have an enjoyable, rejuvenating, energizing and productive conference. And please be sure to extend your *heartfelt* thanks to the many volunteers who have made it possible.

Best,

Steve Heller

Message from the Conference Co-Chairs

Welcome to the 2015 Graduate Coaches Conference! We are so pleased that you chose to join us as we explore the many dimensions of *Encouraging the Heart in Coaching*. “Our thanks to the ITL team—to Kate Ebner for setting the ton with her vision and the theme for this conference and to Lynn Adams for her continued support throughout the process.” We were fortunate this year to benefit from the wisdom and guidance of three Program Directors—Pat Mathews and Julie Shows, who concluded their many years of service in December of 2014, and Steve Heller, who served as an advisor throughout the year, assuming the mantle of Program Director in January.

Throughout this past year, we have relied on countless volunteers who have generously donated their expertise, energy, and time. We thank all of you for your help. The conference would never be a success without you!

During the next day and a half, we will benefit from a slate of impressive speakers who will share their knowledge and expertise, while drawing on the wisdom of the audience for the benefit of all who have come together in this celebration of community.

The Conference is an opportunity to establish new relationships as we reunite with the colleagues who continue to be an important part of our personal and professional lives. The hotel is uniquely suited for both quiet conversations and joyous celebrations, and we encourage you to avail yourself of the many networking opportunities.

We hope that as you leave this Conference you will be equipped to practice encouraging the heart of those you encounter in your life!

Wanda Campbell and Deidre Rauch

Cohort 36



Institute for Transformational Leadership Mission: To develop and sustain worldwide communities of transformational leaders and coaches dedicated to awakening, engaging and supporting the leadership required for a more sustainable and compassionate future.

Conference Objective: To provide an opportunity for the graduates of the Georgetown Leadership Coaching Program to re-engage in a warm, comfortable atmosphere that provides for expanded thinking and new learning.



Coaching & the Heart

The heart is a domain of emotion and feeling. As coaches, we work with emotion as a positive and sometimes transformative process. This dimension helps coaches gain confidence in coaching the full range of emotions while maintaining clear professional boundaries.



The Heart of Connection

In a world where decision-making happens in seconds and relationships have become increasingly transactional, the coaching conversation can begin to open new connections to the self and to others. Connection is an outcome of encouraging the heart—bringing awareness to empathy, community and mindfulness. How can heart-full coaching build stronger connections?



Wholeheartedness in Leadership






The heart is the center of passion, purpose, courage, empathy and love. This dimension explores how we coach leaders to engage in their lives with authenticity, courage, compassion and acceptance of even the imperfections which make them who they are.





The Shadow Side of the Heart

Fear is the shadow side of courage, just as hatred is the shadow side of love. Sometimes the heart quakes with the darker emotions that we and our clients experience. This dimension explores such intersections as fear and vulnerability to help build the capacity to face our inner gremlins or understand what keeps us from expressions of heart/love and courage.



Thursday, March 12, 2015

Time / Location	Session	Description
10:30 am–12:00 pm Conference Area Foyer	Registration & Welcome Reception	On-site registration, distribution of conference materials and nametags. Socialize and network over a light lunch with colleagues.
12:00–1:00 pm International Ballroom A/B	Conference Kickoff Kate Ebner, CLC , <i>Director of the Institute for Transformational Leadership</i> Steve Heller, CLC , <i>Director of the Leadership Coaching Certificate Program</i> Wanda Campbell and Deidre Rauch , <i>2015 Graduate Coaches Conference Co-Chairs</i>	
1:00–2:00 pm International Ballroom A/B	 Keynote Address: Caring Is at the Heart of Exemplary Coaching Jim Kouzes Coauthor of <i>The Leadership Challenge</i> and the Dean's Executive Fellow of Leadership, Santa Clara University	Contrary to prevailing myth, the highest performing leaders are the most open and caring. The same is true for exemplary coaches. Drawing from his and Barry Posner's book, <i>Encouraging the Heart</i> , Jim Kouzes will discuss seven essentials for improving performance through more attention to the human heart.
2:00–2:30 pm Coaches Café (Atrium)	Networking/Coffee Break Enjoy this networking break supported by our sponsor: The Leadership Circle Group	 The Leadership Circle
2:30–4:00 pm	CONCURRENT SESSIONS <i>Choose to attend one of the four seminar topics for this session block</i>	
 Compassion: The Cornerstone of Heartful Connection Laurie Cameron, ACC Dana Pulley, M.A., PCC Location: Beverly	We will explore, experience and practice how compassion opens the heart and strengthens connection. We will share our premise that coaches need to be compassionate with themselves in order to be truly compassionate with their clients, and being compassionate with clients is at the cornerstone of a deep coach-client connection. Participants will: <ul style="list-style-type: none"> • Understand the latest research behind compassion in increasing one's capacity for connection. • Experience how the practice of compassion opens the heart and strengthens connection immediately and over time. The mission of the Search Inside Yourself Leadership Institute (SIYLI) is to build wise and compassionate leaders to bring about world peace. Born at Google and based on brain science, the SIY program provides evidence-based practices to grow in self-mastery and well-being. Trained by SIYLI, we will incorporate concepts, research, exercises, and mindful inquiry that expands the coach's capacity for self and client compassion.	
 Your Heart Speaks Volumes Chris Wahl, M.A., MCC Location: Dallas	This presentation will explore a series of poems specifically chosen for their qualities to touch the deeper side of us, our hearts. We are not coming together to analyze the poems, but rather to see how the poems touch a truth within us that we would like to activate more in our work. Poetry has a way of getting to the root of things quickly. Participants will interact as a group, in partners, and in triads, to make sense of what the chosen poems are bringing forward that can be applied to the daily work we do with our clients.	
 Expanding the Coaching Toolkit: Incorporating the Mandala Into Heart-Centered Leadership Rhonda Hess, PCC Location: Stevens	"I saw that everything, all paths I had been following, all steps I had taken, were back to a single point—namely, to the mid-point. It became increasingly plain to me that the mandala is the center, to individuation...I knew that in finding the mandala as an expression of the self I had attained what was for me the ultimate." – C.G. Jung (1875-1961) A mandala is a picture made with symbols to facilitate inner and outer exploration of the leader within, for us as coaches and for our clients. Rhonda Hess will guide this experiential, reflective, and interactive workshop using a mix of adult learning modalities such as guided imagery, poetry, and art as participants experience and create unique mandalas of what it means to be Whole-Hearted. To lead in the 21st Century requires so much more than cognitive abilities; we must help our clients learn to lead from their core, heart center. The mandala is an insight tool that helps leaders to clarify their purpose and lead with authenticity.	

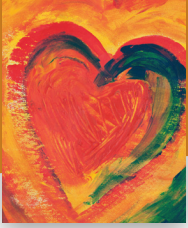







 <p>Overcoming Fear of Transformational Change Using Cognitive Regulation of Emotions</p> <p>John Lewis, Ed.D. Doug Moran, PCC</p> <p>Location: Statler</p>	<p>“Fear of the unknown” is not just a well-known phrase. It is a relationship between emotion and cognition. The field of medicine, especially surgery, has moved beyond academic studies and into the practice of providing patients beforehand with a description and explanation of the process they will be experiencing (cognitive) which has lowered fear and anxiety (emotion). Note that merely providing a description of the process steps does not reduce anxiety, but that a deeper explanation for the steps must also be presented to reduce fear and anxiety.</p> <p>The fear of organizational change can be addressed in the same way. Note that most process models provide the steps involved without a deeper explanation for the steps. In this session, we will review a change model that explains the deeper cognition that underlies the change cycle, and how leadership coaches are using this approach to address the fear of change, better collaboration, and innovation.</p>
<p>4:00–4:15 pm Coaches Café (Atrium)</p>	<p>Networking/Coffee Break</p>
<p>4:15–5:45 pm International Ballroom A/B</p>	 <p>Plenary Session: Seven Principles of Heart-Based Coaching</p> <p>Alexander Caillet, M.A. A dynamic exploration through a combination of personal stories, client examples, and scientific theories. Alexander is the founder of One21Five, Inc., an organizational consulting and coaching firm, and a faculty member at the Georgetown University Institute for Transformational Leadership.</p>
<p>5:45–6:45 pm Coaches Café (Atrium):</p>	<p>Reception</p>
<p>6:45–8:45 pm Conference Area Foyer</p>	<p>Community Dinner</p>

Friday, March 13, 2015

<p>7:00–8:00 am Coaches Café (Atrium)</p>	<p>Breakfast</p>
<p>7:30–8:00 am Beverly</p>	<p>Morning Meditation, Lead by Dr. Ruth Zaplin</p>
<p>8:00–9:00 am International Ballroom A/B</p>	 <p>Keynote Address: Risk Being Remarkable.</p> <p>Chris Wahl, M.A., MCC Founder of the Georgetown Leadership Coaching Program and Co-author of <i>Be Your Own Coach</i></p> <p>Being remarkable is actually quite simple. But in our culture, the idea of being remarkable often means that you must continually find ways to stand out from the crowd, being seen by the world—no, the universe!—as out on the edge. Not so. Being remarkable starts with the idea—which may feel risky to some—that you are already a remarkable being—and that’s what we will explore together during this keynote session.</p>
<p>9:00–10:00 am International Ballroom A/B</p>	 <p>Plenary Session: Supporting the Compassionate Heart: How to Step into Whole-Hearted Powerful Leadership</p> <p>Suzanne Scurlock-Durana, CMT, CST-D Author, <i>Full Body Presence</i>, Modality Developer of Healing From the Core and CranioSacral Therapist and Educator</p> <p>The latest research shows that an open, resilient heart leads to clearer thinking and wiser decisions as a leader. Successful leadership coaches know how to come from the heart while being powerful, effective, and efficient, thus modeling these skills for the leaders they coach. Unexpected or especially challenging change tends to throw people off balance causing the heart to contract and be less available, thus impeding important leadership skills like deep connection and healthy boundaries. If a leader has a strong center point and resilient heart, he/she will be intrigued by challenges, rather than thrown off by them, thereby stimulating creative actions vs. defensive reactions. What does it take for leadership coaches to model an open compassionate heart in their work and life? Come experience a more powerful sense of steadiness and belonging in your own body, with an enriched clarity and creativity as your inner wisdom emerges. In this lecture and experiential time together, we will uncover the fundamentals for deep and lasting whole-hearted presence—personally and professionally.</p>

10:00–10:30 am Coaches Café (Atrium)	Networking/Coffee Break Enjoy this networking break supported by our sponsor: MHS Assessments	
10:30 am–12:00 pm CONCURRENT SESSIONS <i>Choose to attend one of the four seminar topics for this session block</i>		
 Declarations: The Heart and Soul of Leadership Eric de Nijs, Ed.D., PCC Emma Kiendl, M.A., PCC Location: Statler	<p>Declarations are at the heart and soul of leadership or coaching presence. Whether people are aware of it or not, they are operating from a declaration or set of declarations that shape how they feel, think, and do. Mastering the declaration is a critical component of strengthening leadership or coaching presence. A clearly defined declaration can help a person focus on the “what matters most” and manage the interference of things that shouldn’t or don’t matter.</p> <p>In this session participants will be given the following: 1) an opportunity learn distinctions about declarations they can use for themselves and their clients, 2) an opportunity to practice and hone their declarations, and 3) a set of exercises that will help them continue to hone their declarations after the conference. The session will be highly interactive.</p>	
 Cultural Capacity from the Heart Enrique Zaldivar, M.S. Location: Dallas	<p>This interactive workshop brings to life a strengths-based approach to enhance a coach’s capacity to, from the heart, support leaders’ abilities to perform effectively in challenging environments. It combines principles from appreciative inquiry and building cultural capacity, emphasizing the creative tension amongst authenticity, accountability, and adaptability, to the service of more effective leadership. It is based on Zaldivar’s 2014 article: <i>Authenticity and Accountability: Key to an Appreciative Stance to Adaptable Leadership</i>.</p>	
 PeoplePack Dynamics™: The Natural Way to Connect with Yourself and Others Deb St. John Phil St. John Location: Stevens	<p>A long time ago, humans ran in packs, much like other animal species. We didn’t have the benefits of written and verbal language we have now; we communicated through body language and energy signatures we could recognize in one another. It allowed us to connect and coordinate with each other to survive and evolve as a species.</p> <p>PeoplePack Dynamics™ taps into that innate wisdom, which resides within our bodies and our sensing self. By doing so, we allow our behavior to fall into a natural rhythm and flow. It’s knowledge that’s there; we’ve just forgotten how to access it. We can think, organize, and apply all the theories we like, yet we cannot deny our energetic biology and it’s effect on our interactions.</p> <p>We’ll explore insights into the “why’s and how’s” of energy exchange between people through experiential exercises to build stronger connection. Participants will discover the effect energy has on individuals, the dynamics it creates in groups, and the impact it can have in our coaching engagements.</p>	
 The Power of Heart-Full Coaching in Producing Breakthrough Outcomes Vinay Kumar Wendy Luke, PCC Location: Beverly	<p>Have clients who are stuck? Leaders are frequently charged with breaking new ground and producing new results. Yet, at one time or another, they find themselves stuck. In order to breakthrough and move forward, they must generate new thinking. What then is a reliable pathway for producing new thinking—on purpose, at any given time, in any given situation? And in what ways can we coaches support these leaders?</p> <p>Building on the power of OAR model and distinctions for Chalmers Brothers’ Language and the Pursuit of Happiness, in this story-rich interactive workshop you will explore reliable pathways that lead to thinking in new ways and producing new results, in organizations and in personal lives.</p>	
12:00–1:00 pm Coaches Café (Atrium) <i>for Buffet</i> International Ballroom A/B <i>for Seating</i>	Lunch Enjoy lunch supported by our sponsor: The International Coaching Federation (ICF)	
1:00–2:30 pm CONCURRENT SESSIONS <i>Choose to attend one of the four seminar topics for this session block</i>		
 Soft Eyes, Open Heart: Love, Empathy and Forgiveness in Coaching Kate Ebner Lee Ann Wurster-Naefe, MBA, PCC Location: Statler	<p>This session engages coaches in an exploration of how the coach’s stance, tone, mood, and even facial expression can influence the tenor of a coaching session. This workshop is designed to help coaches learn how to offer and sustain a heartfelt connection with even the most challenging clients.</p> <p>Coaches will gain awareness of how their own soma and outlook can create an opening for clients. We will introduce five coaching questions that invite clients to go more deeply into their own hearts, look at the three most common barriers to establishing a “heart connection” with clients, and discuss the art of offering connection and holding boundaries as a professional.</p>	



 <p>From Fear to UNFEAR: A Journey of Acknowledgement, Engagement and Commitment</p> <p>Orla Castanien, M.A. Laura Sterkel</p> <p>Location: Dallas</p>	<p>What is the opposite of fear in leadership? It's not fearlessness, which can lead to reckless behavior. It's UNFEAR. UNFEAR helps clients step up to make better choices, navigate uncharted waters and fluctuating conditions, and engage better the broad scope of people and circumstances. UNFEAR takes account of current reality and learning from associated emotion. It equips the leader to engage more wholeheartedly for the sake of growing, learning, and co-creating positive outcomes.</p> <p>This session helps coaches build their ability to accompany their clients through fear and uncertainty, gaining the fortitude to move towards opportunity in the emotional grip of daunting challenge and imminent change. The session will progress in small group discussions around four sequential phases:</p> <ul style="list-style-type: none"> • Accepting the Real and Focusing on the Future • Viewing Challenges as Opportunities • Circles of Impact, Circle of Support • Practicing Physical and Mental Discipline
 <p>Broken Windows in Communities and Organizational Life</p> <p>Lloyd Raines, M.S., MCC</p> <p>Location: Beverly</p>	<p>In the 1980s, a theory called "Broken Windows" was introduced and applied in NYC as a strategy for addressing high crime rates. It proposed that if a window is broken in an otherwise stable, cohesive neighborhood, there was a period of time for the window to be fixed before another window would be broken, and then another.</p> <p>The cultural integrity, mood, and emotions experienced in an entire neighborhood could shift relatively quickly depending on whether various stewards of the neighborhood signaled care and accountability, or repetitive neglect around small fractures in community life.</p> <p>This workshop will explore the diverse forms of "broken windows" in everyday organizational life and the ways leaders can be stewards for noticing and addressing them as they arise.</p>
 <p>Replacing Fear With Love Through Compassion</p> <p>Pamela Potts, M.S., PCC</p> <p>Location: Stevens</p>	<p>In this workshop we will model a way of talking to fear and replacing it with love through compassion. One brave volunteer will help demonstrate how a coach can take a coachee into their heartspace to talk to their fear, moving it out of the heart and replacing it with love. The rest of the session will be dedicated to the attendees having the experience of replacing fear with love through compassion. Coaches will take turns coaching each other on a fear that has stopped them from reaching a coveted goal. Attendees come away with having had the experience of being coached and coaching someone else around a fear. Only the truly brave need attend.</p>
<p>2:30–3:00 pm Coaches Café (Atrium)</p>	<p>Networking/Coffee Break</p>
<p>3:00–4:30 pm CONCURRENT SESSIONS <i>Choose to attend one of the three seminar topics for this session block</i></p>	
 <p>Courageous Coaching: Helping Leaders Get to the Heart of Things</p> <p>Rob McKinnon, MBA, MCC</p> <p>Location: Dallas</p>	<p>This workshop equips coaches with proven tools to help leaders feel their feelings, connect with their hearts, and harness the power of emotions to solve problems and make decisions. Coaches will learn how to introduce "the heart of leadership" early in the coaching conversation and beyond, in a language which leaders embrace, and through which they can quickly develop their own emotional vocabulary.</p> <p>Frameworks, film clips, and experiential learning will provide coaches with the following: tools to help leaders become more aware of their emotions and understand how their feelings influence their behavior; the four primary emotions and how leaders can harness them daily to lead; the one "secondary" emotion that both drives and derails nearly half of all CEOs; the link between a leader's "default emotion" and their greatest strengths and weaknesses; and recognizing how our own "default emotions" as coaches both help and hinder our work with leaders.</p>
 <p>The Wounded-Healer Archetype and the Work of the Coach</p> <p>Janet Steinwedel, Ph.D.</p> <p>Location: Stevens</p>	<p>What does it mean to be a Wounded-Healer? Who were the first Wounded-Healers? How can this archetype inform & add value to you?</p> <p>We will open the session by answering these questions and learning how to continue your transformational development – outfoxing your shadow side by contemplating how your own woundedness led you to your work and has the potential for making you the best you can be. In turn, through group discussion and dyad work, you will learn how to help others embrace their darker side by accessing the unconscious through taking the hero/heroine's journey of individuation. Finally, through volunteers we will demonstrate how to work with night dreams in order to have more access to the unconscious, which so readily provides insights if we know how to listen and value their gifts.</p> <p>Participants will leave with more skills for creating insights, managing boundaries, and dealing with transference enabling them a conscious, meaningful, and successful coaching practice.</p>

 **Shame and Vulnerability:
Letting Go of Your Armor**

Mindy Levy, Ph.D.
Kelli Kolling, MBA, ACC
Frances Baldwin, RN, MSN, ACC

Location: Beverly

Every day as coaches we experience the uncertainty, risk, and emotional exposure that define what it means to be vulnerable. Based on the pioneering research of Dr. Brené Brown, The Daring Way™ was developed to help men and women learn how to show up, be seen, and live braver lives. This work dispels the cultural myth that vulnerability is weakness and argues that it is, in truth, our most accurate measure of courage and the birthplace of innovation, creativity, and change.

During this interactive session, participating coaches will:

- Become familiar with the research of Brené Brown.
- Gain a deeper understanding of shame, vulnerability, and the armor we use to protect ourselves as we step into the Arena.
- Explore practices for living more authentically as the person and coach we long to be.
- Hear examples of how the distinctions of this work have enhanced coaching engagements.
- Learn about The Daring Way™ certification (Note: this session is not part of the certification).

4:30–4:45 pm
Coaches Café (Atrium)

Networking/Coffee Break

4:45–5:15 pm
International Ballroom
A/B

Closing Ceremony

Steve Heller, CLC
Director of the Leadership Coaching Certificate Program

Edwin Schmierer, Associate Dean of the Center for Continuing and Professional Education
School of Continuing Studies (SCS)

Conference Committee and Volunteers

Conference Committee

Kate Ebner
*Director, Institute for
Transformational Leadership*

Pat Mathews and Julie Shows
*Program Directors, ITL Leadership
Coaching Program through
December 2014*

Steve Heller
*Program Director, ITL Leadership
Coaching Program beginning
January 2015*

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Deiadre Rauch**
*Co-Chairs 2015 Graduate
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Lynn Adams
*Program Director, Institute for
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2015 Annual Graduate Coaches Conference | Presenters

Our presenters are listed in alphabetical order, with a brief bio and their contact information.



Frances Baldwin

Frances Baldwin is a leadership coach, helping managers and executives broaden their leadership capabilities. She has worked in healthcare and related industries for almost 40 years. Frances co-founded her coaching firm, Baldwin Davis Group, in 2011. She is a Certified Daring Way™ Facilitator and offers Daring Way™ Workshops for groups and individuals. Frances earned her BSN from UNC-Chapel Hill and her Masters in Nursing Administration from Duke. She is a graduate of Georgetown's Cohort 30.

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Alexander Caillet

Alexander Caillet is the founder of One21Five, Inc., an organizational consulting and coaching firm dedicated to helping leaders and leadership teams deepen their capacity and capabilities to take on and successfully realize significant organizational transformations. Alexander has been helping organizations for over two decades in over 30 countries. In addition, he is a frequent international speaker on the subjects of change, teams, coaching and leadership.

Alexander is also an executive coach and performs high-performance team coaching, process facilitation, leadership coaching and management training with his clients. His work is founded on the integration of numerous disciplines and methods acquired from a range of fields, and his goal is to blend sustainable human performance with the achievement of meaningful business results.

Alexander is a dual citizen of France and the United States, has lived in Europe, the United States and Mexico, and is fluent in English, French and Spanish. He received a B.S. in Psychology from the University of Michigan and a M.A. in Organization Psychology from Columbia University. Alexander lives in Boston with his wife Janice and his daughters Chloé, Léanna and Alexia.

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Laurie Cameron

Laurie is known for her energy and creative passion, and for being at the forefront of mindfulness in business and education. Laurie is a certified Teacher with Google's Search Inside Yourself Leadership Institute Cohort 1, and is now on

the SIY teaching reviewer staff. As a Guest Professor in the Smith School of Business EMBA program, Laurie teaches Mindful Leadership to executives across industries. Formerly with Accenture's Change Practice, Laurie founded PurposeBlue while living in Germany, and speaks, coaches, and consults with clients internationally. Combining a career in Leadership and OD with 20 years of mindfulness practice under Thich Nhat Hanh, Laurie's purpose is the development of resilient, compassionate and wise leaders. Laurie founded the Mindful Leadership Practice Forum and is the author of *Approaches to Mindful Strategic Change* in the book *The Neuroscience of Learning and Development*, Stylus, 2015. Laurie's joys are painting, poetry and dancing with her daughter.

Principal, Purpose Blue | Mindful Leadership
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Orla Castanien

Orla is passionate about helping leaders find their success. Orla believes that enabling clients to step into their strengths and become more of who they already are allows them to become highly effective leaders, positively impacting their organizations and communities.

Orla coaches high potential employees and C-suite executives alike, enabling clients to develop their unique style of leadership, create the clarity and focus needed to navigate change, and achieve their success. Orla is also a skilled facilitator working with teams to achieve alignment, resolve conflict and successfully lead their organizations through change.

Having held senior leadership positions in finance, corporate planning, and nonprofit administration in both Ireland and the US, Orla has a keen awareness of the need for flexibility and resilience in today's leaders. She brings a passion for authentic leadership to her clients, enabling them to become highly effective leaders creating positive change.

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Eric de Nijs

Eric de Nijs is a coach and consultant from Short Pump, Virginia. He has worked all over the globe with a variety of industries helping individuals and organization improve their leadership capacity and organizational performance. Eric

wrote the book, *Playing in a Bigger Space* which describes the importance of goodwill and trust in leadership and change. Eric uses his model G.R.A.C.E. at Work to help people transform their defining moments in life which then creates the possibility for change. Eric also uses his model with recently released prisoners to help them get reintegrated with their families and society.

President, G.R.A.C.E. at Work Institute
(804) 338-5030
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Kate Ebner

Kate Ebner helps people see the future they want and turn it into reality. Through coaching senior leaders, developing talent, and as host of *Inside Transformational Leadership* weekly radio show, Kate helps leaders learn how to transform their own lives, careers and organizations. Kate specializes in the leading with vision rather than reactively, and, as how to realize that vision through effective implementation in daily life.

As founding director of the Institute for Transformational Leadership at Georgetown University and founder of The Nebo Company, Kate's work is focused on exploring the capacities needed for effective leadership in the 21st century. She and her colleagues at the Institute are developing new models of leadership, work and change that are capable of transforming individuals, organizations, communities and governments. Through both Nebo and Georgetown, Kate works with senior leaders at Fortune 500 companies, non-profits, educational institutions and social entrepreneurs.

Kate is a faculty member of Georgetown University's Leadership Coaching program, and has co-directed the Leadership Coaching Program. She contributed a chapter in *On Becoming a Leadership Coach*, focused on helping leaders use their time, energy and resources more effectively to achieve their priorities. Kate has been quoted in publications, such as *Self* and *Inc.* magazine and speaks at conferences about vision, leading transformational change, women's leadership, personal transformation through the practice of leadership, and the forces shaping the nature of leadership today.

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Rhonda Hess, MA, PCC

Rhonda Hess, MA, PCC Rhonda specializes in transformational change and development at the individual, team and organizational levels. She draws

upon 28 years experience as a change agent, corporate leader, and business owner to blend the right mix of integrative services for her clients.

Rhonda serves clients in multiple industries and across functions such as marketing, transportation, engineering, manufacturing, human resources and consulting. She is the President of Rhonda Hess Associates, LLC a holistic leadership development firm.

Rhonda was named one of the Best 50 Women in Business in Pennsylvania in 2008. She's received over 20 awards for leadership, creativity, and innovation, and will release her first book in 2015.

- Saint Francis University, PA – MA in Human Resource Management/Industrial Relations
- The Pennsylvania State University, PA – BS, Behavioral Sciences
- Georgetown University, DC –Certificate in Leadership Coaching; ICF-PCC

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Emma Kiendl

Emma is a successful internal executive coach and organizational consultant with over 15 years of experience. She designs and implements award

winning and innovative leadership development programs and leads enterprise-wide cultural change initiatives. She has worked in a broad range of industries; high technology, non-profit, federal and local government.

Emma is passionate about helping clients broaden their perspective, explore new possibilities, and take action to achieve their goals.

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Kelli Kolling

Kelli Kolling is a leadership coach and management consultant with over twenty years of experience across the public and private sectors. Prior to founding

Whole Heart Leadership, Kelli worked for PricewaterhouseCoopers, Booz Allen Hamilton, and Touchstone Consulting. Kelli received a BA in International Studies from Virginia Tech and an MBA from Tulane University. She is a proud member of Cohort 30 and is a Certified Daring Way™ Facilitator-Candidate.

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Jim Kouzes

Jim Kouzes is the Dean's Executive Fellow of Leadership, Leavey School of Business, Santa Clara University and the coauthor with Barry Posner

of the internationally award-winning and best-selling book, *The Leadership Challenge*, with over 2 million copies sold. Jim has co-authored over thirty other books, including *The Truth About Leadership*, *Credibility*, *Encouraging the Heart*, and *A Leader's Legacy*, as well as the *Leadership Practices Inventory (LPI)*—the top-selling off-the-shelf leadership assessment in the world.

The Wall Street Journal named Jim one of the ten best executive educators in the U.S. In 2009 he received the Distinguished Contribution to Workplace Learning and Performance Award from the American Society for Training and Development (ASTD). He was presented the Thought Leader Award by the Instructional Systems Association in 2009. Jim has also been recognized as one of *HR Magazine's* Top 20 Most Influential International Thinkers in 2010-2013. Jim was identified as one of the Top 100 Thought Leaders in Trustworthy Business Behavior by Trust Across America in 2010-2015, honored as one of its Lifetime Achievement recipients in 2015, and ranked by *Leadership Excellence* magazine as number sixteen on its list of the Top 100 Thought Leaders over the last 10 years.

Jim is also an experienced executive. He served as president, then CEO and chairman of the Tom Peters Company (TPC) from 1988 until 2000. Prior to his tenure at TPC he directed the Executive Development Center at Santa Clara University from 1981 through 1987.

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Vinay Kumar

Being the first generation immigrant and having experienced both tremendous life and business success as well as failure, today Vinay coaches and educates professionals and leaders around the globe who work in the technology sector.

He is with TEOCO Corporation, which has offices in over 15 countries and serves clients in over 100 counties. TEOCO develops and provides software solutions for the telecom space.

Vinay is a graduate of Georgetown University's Leadership Coaching program. He also has a degree in chemical engineering. His experience includes Fortune 100, US Federal Service, and owning a successful privately held business. His roles have included business development, marketing, client services, training and development, and operations. He volunteers his time with The Mankind Project.

Vinay lives in Great Falls with his wife and two daughters.

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Mindy Levy

Dr. Mindy Levy is a seasoned executive with deep experience in management consulting, human capital, and leadership. Mindy is an executive coach

and, additionally, has worked in the management consulting industry for over 20 years. The majority of those years have been spent at Booz Allen Hamilton where she has overseen a range of functions including performance management, talent planning, leadership development, and coaching. Mindy holds a Ph.D. in I/O Psychology from The George Washington University and a business degree from Wharton. She is a board member of LeanIn.org, an organization committed to offering women the inspiration and support to help them reach their goals. She recently contributed a chapter on *Finding Your First Job* to the new bestseller *Lean In for Graduates*, by Sheryl Sandberg. She has authored numerous papers and frequently presents at professional conferences. Mindy is a member of Georgetown's Cohort 30 and a Certified Daring Way™ Facilitator-Candidate

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John Lewis

John Lewis, Ed.D. is a speaker, consultant, and co-founder of The CoHero Institute for Collaborative Leadership, where he helps leaders understand

their unique strengths within an organization's requirements for change, learning, management, and leadership. John holds a Doctoral degree in Educational Psychology from the University of Southern California, with a dissertation focus on mental models and decision making.

John is a part-time professor at Kent State University, where he teaches Organizational Learning, and is on the oversight committee for making Knowledge Management the next world-wide academic discipline. He is an associate editor for *Leadership & Organizational Behavior* with the *Journal of Innovation Management*, and is the author of the book, *The Explanation Age*, which Kirkus Reviews described as "An iconoclast's blueprint for a new era of innovation." John is also known for coining several new business terms, including "Knowledge is Not Power – Questioning is Power."

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Wendy Luke

For more than 25 years, Wendy Luke, PCC, has coached rising stars and seasoned executives in for-profits, associations, museums, and academia. She is noted for her ability to help solve difficult people problems requiring an understanding of cultures, markets, and emotions. Currently, she coordinates coaches for the Halcyon Incubator Program supporting social entrepreneurship; helping a museum staff keep their institution thriving; and coaching corporate executives who are accountable for P&L.

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Rob McKinnon, MCC

Rob McKinnon, MCC, has been coaching C-suite leaders for ten years. At the time he matriculated the Georgetown Leadership Coaching Program with Cohort 15, he was going through his own "open heart surgery" -- without anesthesia!

Grounded in years of study and practical application, this workshop reflects learning from Rob's own heart journey, as well as the powerful insights of leaders he has coached.

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Doug Moran

Doug Moran, PCC, is the founder of If You Will Lead, LLC and co-founder of The CoHero Institute for Collaborative Leadership. His companies provide a full suite of coaching, consulting, training, and assessment services. Doug has more than 30 years of leadership experience, with Capital One, the Commonwealth of Virginia, and Verizon. He obtained his coaching training from Georgetown University and is the author of the best-selling book *If You Will Lead: Enduring Wisdom for 21st-Century Leaders*.

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Pamela Potts

Pamela Potts is a leadership coach who works with organizations who understand that all limits are self-imposed. She excels at helping her clients find innovative approaches to persistent challenges. She is known for helping clients break through their limits to achieve startling results.

Pamela brings 20 years of corporate

leadership in the technology and accounting industries to her coaching. Her early career was in accounting. She discovered that she preferred people to numbers so she transitioned into HR. This rare combination places her in a unique position as a coach, equally skilled in the "language of business" and the challenging "soft skills" that can derail leaders.

Pamela has been coaching leaders since 2001. She graduated from Georgetown in 2007 and holds a PCC certification from ICF.

Pamela reads voraciously and can't think without a whiteboard marker in her hand. She drives her husband and four kids crazy from time to time trying to coach them. It's who she is.

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Dana Pulley

Dana is an accomplished leader, coach, facilitator and consultant. For over 20 years, she's brought her contagious passion for growth and development to individuals and organizations.

Dana is a long-term mindfulness practitioner, and is currently in the Search Inside Yourself Leadership Institute's teacher training program.

Dana Pulley, PCC, holds a B.A. in Psychology, an M.A. in I/O Psychology, and certificates in Georgetown's Leadership Coaching and Strozzi's Somatic Coaching programs.

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Lloyd Raines

Lloyd is a seasoned master coach (MCC, International Coach Federation, since 2004), leadership development consultant, and educator. As principal of Integral Focus he brings over 30 years of experience in working from a systems and stage development perspective with leaders and teams, applying insights from the most current research on leadership, business and organizational best practices, and integrated development. He helps leaders grow their individual and organizational capacities for enhanced strategic impact with internal and external stakeholders. Lloyd addresses leadership areas including relationship building, strategic thinking and actions, delegation, authenticity, leadership presence, mutual accountability, alignment, and wise stewardship of vital resources. He employs an appreciative and strengths-based approach, nonjudgment, active listening, inquiry, provocation, and on-going action

learning practices that map directly to the organization's strategic goals.

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Suzanne Scurlock-Durana

For over 25 years, Suzanne Scurlock-Durana has masterfully guided people from all walks of life in her how-to skills for clear, powerful presence.

Supported by her book *Full Body Presence*, she passionately shares the practical steps that allow each person to expand their potential professionally and personally. A sought-after speaker, she has presented on all facets of presence, grounding, and healthy boundaries. Her unique approach is beautifully imparted in the *Healing From the Core* curriculum as well as the *Signature Energy Presence for Coaches* curriculum that will soon debut at Georgetown University's Institute for Transformational Leadership. Author of numerous articles and her popular blog, *Presence Matters*, Suzanne has a private practice in Reston, VA. She is a Certified Instructor of CranioSacral Therapy with The Upledger Institute (since 1987), is on faculty at the Esalen Institute (since 1994), and collaborated for two decades with Continuum Movement founder Emilie Conrad.

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Janet Steinwedel

Dr. Steinwedel leads an Executive Coaching & Leadership Effectiveness consultancy focusing on Teams, Groups & Individuals and provides consultation on Cross-Cultural Working, Talent Management and Corporate Coaching Programs.

Prior to starting her business in 2005, Janet was Sr Director of Leadership and Business Effectiveness at AstraZeneca Pharmaceuticals (Exec Coaching, Leadership, OD and Diversity); AVP Leadership & OD at Delaware Investments; and Director of The 5th Avenue Club at Saks. She has been profiled in *IBD*, *Fortune*, *U.S. News & World Report* and she's been a contributing author for *Global Business & Organizational Excellence Journal*, and *Nursing 2014*.

In 7/2015 Janet's book, *The Golden Key to Executive Coaching...And One Treasure Chest Every Coach Needs to Explore*, will be published by Chiron, expressing the influence Jungian psychology has had on her thinking.

Janet is a 30-yr member of Philadelphia Society of People & Strategy, plays golf & travels.

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Deb St. John

Deb St. John is a Leadership Coach, a Strategist and a StoryShaper. In all three of these areas, building connection between people

and ideas is paramount to establishing a community of understanding, respectful communication and effective collaboration.

Her early career included 20 years in advertising and marketing, where she worked with teams in Fortune 500 and 100 companies. She began to see how connection became either the catalyst or catastrophe in teams. This fueled the PeoplePack Dynamics (PPD) work that she authored with her husband, Phil, an Aikido Sensei. Deb and Phil have been refining and validating the principles of PPD over the last 3 years and will publish a book in early 2015.

In addition to the leadership coaching certificate she earned through Georgetown University's Institute for Transformational Leadership, Deb is a certified Somatic Coach through the Strozzi Institute. She also has a bachelor's degree from the University of Iowa.

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Phil St. John

Phil St. John is an Executive Consultant and martial arts instructor. He has studied martial arts from Aikido and Tai Chi to Judo and QiGong

for over 20 years. The classes he calls martial arts movement for self-improvement. He utilizes movement on the mat to empower his students in self-discovery through natural energy flow and understanding of energy dynamics.

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Laura Sterkel

Laura Sterkel is a seasoned performance and leadership coach and strategist, serving organizations, business and community leaders. Laura's

strengthsbased approach stems from her belief that we are all at our best and most effective when we connect vision, action and positive impact. She helps her clients realize their potential, capitalizing on change and opportunity. Over the past decade, she has coached senior-level professionals with extensive frontline visibility and organizational impact.

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Christine M. Wahl

Chris Wahl is an ICF Master Certified Coach who created and founded the Leadership Coaching Program at

Georgetown University, which she also directed until 2011. Through Miro Group, her coaching practice spans numerous industries, from finance and banking, to IT, to luxury retail, and is focused on increasing the capacity, perspectives, and effectiveness of the leaders and teams she coaches. She is dedicated to helping leaders and executives develop ways of seeing and being that point the way to getting results in inspirational and co-creative ways. She helps leaders and their teams develop strategic mindsets that create stability within their dynamic environments, so that individuals in their organizations can bring forward their very best, whole selves. Chris offers her clients a belief in what they may not yet see, and grounds her work in various theories and practices that are developmental and holistic in nature, including the theory of how adults develop. Chris is certified to score and debrief the Maturity Assessment Profile, and is also certified through the Interdevelopmental Institute as a developmental coach. She believes that the people she coaches are innately wise and resilient, and works to help them remember that and work with an attention that invites and sustains excellence.

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Lee Ann Wurster-Naefe

Lee Ann Wurster-Naefe is an executive coach, organizational consultant and leadership practitioner. She has 25+ years of management experience

in first-line through senior level leadership positions in health care, insurance and financial services, education and the federal government. With an expertise in human resources and organization development, she consults with senior leaders regarding leadership and team development, change management strategy and implementation and employee engagement.

Lee Ann is on the faculty of Georgetown University's Institute for Transformational Leadership, where she teaches in the Executive Certificate in Transformational Leadership program and the Leadership Coaching Certificate program. She Co-Directed the Leadership Coaching Program from 2005-2010, served as a Learning Circle Advisor since 2002 and co-authored, *The Art and Practice of Grounded Assessments*, a chapter in *On Becoming a Leadership Coach*.

Lee Ann has a Master's degree in Business Administration from Frostburg State University and Certificates in Leadership Coaching and Organization Development

from Georgetown University. She is also a certified Somatic Coach™ through The Strozzi Institute. Lee Ann believes learning and transformation happens when we engage our mind and bodies. She frequently coaches and instructs classes on the topic of Leadership Presence. She also creates and leads unique workshops for individuals and teams, such as Partnering with Horses, to foster somatic awareness and self-mastery.

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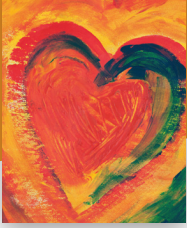


Enrique Zaldivar

Enrique J. Zaldivar is deeply convinced that leaders can become better leaders and that organizations can become more effective, productive and

rewarding organizations. He works with people who want to own the power and impact of their leadership. Enrique is a partner at Inspired-Inc., Adjunct Professorial Lecturer of OD at American University's MS in OD, and serves on several executive boards. He lives in the Washington, DC metro area; practices Qigong and meditation daily; enjoys tennis, reading and painting oil canvases. He is the proud father of two sons, both mechanical engineers. For a more complete bio: www.inspired-inc.com/whowear_enrique.html.

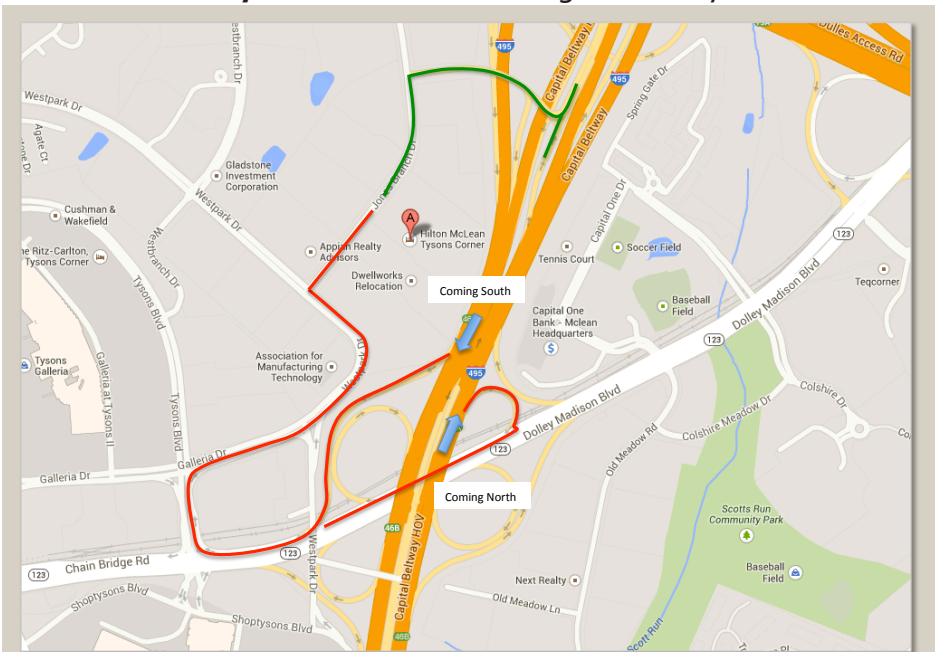
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Hilton McLean Tysons Corner • Conference Room Map



Hilton McLean Tysons Corner • Finding Your Way



DIRECTIONS TO HILTON MCLEAN TYSONS CORNER

From VA I-495 headed North OR South, take exit 46A (Rt. 123 South, Tysons Corner).
At the first traffic light, turn right onto Tysons Boulevard. —
At the next traffic light, turn right onto Galleria Drive.
At the next traffic light, turn right onto Jones Branch Drive.
The hotel is the 2nd building on the right hand side.

FROM VA I-495 Express Lanes headed North OR South, take exit Jones Branch Drive. —
Continue up the exit ramp towards Jones Branch Drive.
At the Jones Branch Drive traffic light, turn left.
The hotel will be the 3rd building on your left.

Shuttle Service

The McLean Stop has the shuttle. Anything that is not included in the times listed below, please call the hotel directly to request the shuttle (703) 761-5305.

McLean Metro Station to Hotel

Monday – Friday

7:45am, 8:15am, 8:45am, 5:15pm, 5:45pm

Saturday – Sunday

8:45am, 10:45am, 12:45pm, 2:45pm, 4:45pm

* Tysons Stop is closer but no shuttle is provided if you prefer to walk.



Hilton
MCLEAN TYSONS CORNER

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