 **WHD Coaching, LLC.**

***Fio Conscientiam***

“Coaching is a process of self-discovery that recognizes any personal or professional improvement needs to be self-directed and continous.”

**HOME**

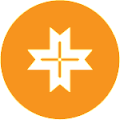
**APPROACH**

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**BIOGRAPHY**

**CONTACT**

**NEWS, ADVICE, AND INSIGHT**

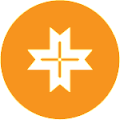
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Hello and welcome. The following information has been provided to give you some insight to my approach in working with individuals who may be experiencing some challenges in their work life. We have all experienced issues, when working in a group, that seem to prevent us from accomplishing the assignment as we might have originally planned. Additional, we can be so focused on the actual transaction we miss the developmental opportunity. Our ability to step back and look at the situation through a different lens is often difficult and requires the ability, that maybe lacking, to self-assess how you conduct yourself in leading others. Change can be difficult but with the right insight much can be accomplished.

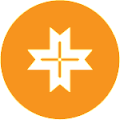
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**APPROACH**

My coaching methodology is a targeted, customized approach on performance improvement and leadership development. Each coaching assignment requires a thoughtful approach during the engagement with the client in a process of self-discovery to realize that any personal or professional improvement needs to be self-directed and continuous. It is a supportive and non-judgmental process that challenges and stimulates critical thinking.  My role is to ask the right questions to encourage a deeper consideration of one’s options.  One needs to be able to see both the pieces and the whole to move forward in his or her professional development.

I have worked with senior executives to identify areas where there are opportunities to explore appropriate strategies and develop practical solutions to achieve improvement in their ability to deliver results. Most professional development is accomplished through on-the-job leaning. Though this is a critical source for employee development, it is limited by the experiences each individual is exposed to and the available solutions determined to be appropriate for a positive outcome. In the absence of those experiences or the availability of a trusted mentor, most individuals have to blindly navigate difficult, high risk situations using their best judgement. This approach is often less than successful in achieving the desired result. I work with each individual to consider alternative options when confronting workplace challenges. The process includes identifying areas that you should consider as opportunities for further development and we document an appropriate plan with specific steps to ensure an awareness of what needs to be done. My clients have viewed me as a trusted advisor that avoids a cookie cutter approach. My work identifies solutions to move performance to the next level. Everyone is different and therefore what might work for one person is usually not the solution for another. There is no one model or method that is followed, but rather a process using proven approaches, techniques and diagnostic tools to develop a plan. I embrace a straightforward style in working with his clients. My experience working with senior executives puts me in a unique position to help you become more aware of your strengths and areas for development.

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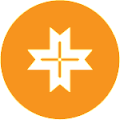
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**SERVICES**

There is no one way to work with any individual on a coaching assignment. Every assignment is unique to the individual. It is a process that requires each participant to explore their strengths and potential developmental needs. This process is delivered around the following components:

* An initial meeting to determine both the individual and business needs.
* A 360° feedback assessment of the client’s behavioral style and preferences using insight from co-workers and diagnostic tools.
* Regularly scheduled meetings to identify and discuss the individual strengths and developmental needs.
* A customized development plan that is reviewed with the immediate manager.

Coaching assignments will be conducted over a 3 to 6-month time frame. A memorandum of understanding will be delivered to the client that provides a detailed outline of this assignment and the related fees prior to the start of the engagement.

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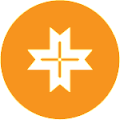
**BIOGRAPHY**

Iblend 30 plus years as a human resources professional with appropriate personal development strategies and techniques to produce measurable and lasting results. Today’s business environment is experiencing unprecedented organizational change that can be confusing to many employees. While these changes are occurring, senior leaders are expected to develop their staff in meaningful ways. This environment creates uncertainty regarding how to proceed and may not be conducive to positive changes for employees. I have worked with senior level executives in providing solutions for an organizations human resources needs. My ability to identify alternative options that provide thoughtful choices to improve performance have been my approach to performance improvement.

I previously held the position as the Head of Human Resources at Ocean First Bank, a community bank in Ocean and Monmouth County, Cowen and Company; and Nomura Securities; both diversified financial services firms. Prior to this work, I directed the compensation practice for the Operations Solutions group at EDS, and held multiple human resources roles at Merrill Lynch, CS First Boston, Marsh McLennan, and Johnson & Higgins. Prior to my human resources career, I worked in student development roles at Brookdale Community College and Morris County Community College.

I have consulted with senior executives for the past 20 years providing solutions for their human resources needs. I have served in several different roles in providing consulting assistance; as an advisor to management in identifying appropriate solutions that addresses their unique needs; developing material that documents the issues and actions for resolutions; and conducting workshops, seminars and in-service programs on HR related topics.

I received a Bachelor of Science degree from Seton Hall University’s Stillman School of Business and a master’s degree from Rutgers University’s Graduate School of Education. I have also completed the Myers-Briggs Type Indicator Certificate Program and Baruch College’s Zicklin School of Business Professional Coaching Program.

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**CONTACT INFORMATION**

If you have any questions or would like to discuss your needs, for a confidential consultation, please contact me at:

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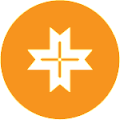
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**NEWS, ADVICE, AND INSIGHT**

News that informs, advice that is specific to a situation, and insight on current topics.

**2021**