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CAREER PROFILE

A self-directed Consultant and Master Certified Coach with a unique blend of workshop design, program evaluation and health care experience. Dynamic with high initiative and a proven ability to manage multiple projects simultaneously and deliver results. Strong leader with superior team building skills and a record for motivating people to reach their potential while improving bottom-line results.

ACCOMPLISHMENTS

Colman & Company Inc. Founder & President

1999 - present

Consulting

Consulting and advising Senior Level Executives in the public and private sectors on a leadership development program with relevant and concrete metrics that will best meet their leaders' current developmental needs in concert with existing organizational programs.

Leadership Coaching

Providing Leadership Coaching with the use of multi-rater feedback (The Leadership Circle Profile 360™) to Senior Leaders and High Potentials in the areas of Intentional Leadership, Executive On boarding, Career Resilience, Legacy Planning and Leadership Cultures resulting in the leader having greater capacity to interact effectively with their people and be strong financial contributors.

Team Coaching

Providing Team Coaching with the use of the Leadership Cultural Survey™ and proprietary workshops called The Authentic Leader and Building High Performance Teams so that teams are better able to leverage their strengths and constructively resolve conflict leading to improved and sustainable team performance.

Program Management

Managing corporate-wide initiatives in the public and private sectors that includes the selection and management of an elite group of credentialed professionals and effectiveness evaluations resulting in the highest standards of practice and the consistent obtainment of programmatic outcomes.

The Coaches Training Institute™ (CTI) Senior Faculty Member

2001 - present

Training

Co-leading 3-day intensive and experiential workshops to students enrolled in CTI's credentialed intermediate coach training curriculum and The Leadership Circle™ Certification course.

Training new faculty to co-lead CTI's credentialed intermediate coach training curriculum.

Supervising students enrolled in CTI's advanced credentialed coach training program.

Consistently receiving 9-10/10 in feedback scores from students and colleagues who frequently convey the lasting professional and personal impact of the training.

**Markham Stouffville Hospital
Manager, Organizational Development**

1999- 2000

Budget Planning

Led the annual budget planning process for ten professional disciplines that included the development of sound rationale and a formal presentation to the System Directors. This resulted in the obtainment of additional human resources for two consecutive years in spite of a deficit budget.

Team Development

Mediated conflict between staff and management in a non-unionized environment that resulted in the obtainment of deep levels of understanding and appreciation for the other's perspective and significant movement towards the resolution of the conflict.

Facilitated annual team planning sessions for ten professional groups resulting in a well articulated team vision with which members felt aligned and high levels of member accountability for the corresponding action plan and success indicators.

Program Design

Established a hospital-wide Mentorship Program that effectively promoted both the leadership and ongoing professional and personal development of front-line clinical staffs.

**West Park Health Care Centre
Director, Out-patient Rehabilitation Unit (1996-1998)**

1991 – 1998

Program Design

Designed a local long-term Musculoskeletal Service that efficiently addressed and satisfied the directives from the Health Services Restructuring Commission.

Program Evaluation

Co-led the preparation process for the 1998 Canadian Council on Health Services Accreditation which resulted in the 3-year Accreditation award for West Park Health Care Centre.

Led the development and implementation of an Amputee Program evaluation process, resulting in a system for evaluating and improving service delivery outcomes and promoting clinical research.

Physical Therapy Student Coordinator (1994-1995)

Consultant

Chair, Physical Therapy Education Committee University of Toronto (1993-1995) Advised committee membership with an adult learning perspective that enhanced post-graduate courses and co-developed and coordinated provincial post-graduate courses.

Program Design

Designed a pilot workshop for two hundred health care professionals that promoted the use of critical thinking skills and a computer based learning tool that together promoted reflective practice.

Pioneered and promoted the use of a Professional Development Portfolio and a Learning Log that effectively highlighted the need to reflect on the value of experience in order to drive personal and career development.

Facilitation

Developed and facilitated client-centered goal setting workshops to six strategic business teams. This promoted client involvement in setting measurable and achievable rehabilitation goals, and energized the customer-focus corporate objective for the years 1995 through 1996.

Physical Therapist Amputee and Stroke (1991-1996)

Clinician: Provided frontline rehabilitation to individuals with lower extremity amputations and/or stroke.

CREDENTIALS

Master Certified Coach, MCC – International Coach Federation, December 2005
 Certified Professional Co-Active Coach, CPCC, Coaches Training Institute, January 2001
 Master of Arts – Education, MA(Ed) Adult Education & Organizational Development, University of Toronto, 1998
 Bachelor of Science, BSc(PT) – Physical Therapy, University of Toronto, 1987

CERTIFICATIONS

Certified Trainer - The Leadership Circle – September 2010
 The Leadership Circle Profile 360™ & Leadership Cultural Survey™ – The Leadership Circle - September 2008
 Authorized Facilitator – Team Diagnostics - Team Training International – 2006
 Certified Leader - The Bigger Game Leadership Model – 2003
 Certified in the BarOn Emotional Quotient Inventory (EQ-I) – Multi-Health Systems - 2002
 Certified Professional Communication Styles Inventory (PCSI) - Corporate CoachU - 2002

CONTINUING EDUCATION

Black Lodge – Ehama Institute - 2009 - 2012
 Essential Development - The Leadership Circle – July 2009
 Council Guide Training – Dancehammers – 2006-2008
 Lucid Living Curriculum – 2002-2004
 The Co-Active Leadership Program – The Coaches Training Institute – 2000
 Intermediating Interpersonal Conflict – St. Stephen's Community House – 1996
 Frontline Leadership – Zenger-Miller – 1995

PRESENTATIONS

Doctor's Orders – Effecting Change Through Influence - Canadian Medical Association 2011
 Evolution in Action; Embracing Your Shadow – Co-active Summit, 2011
 The Leadership Circle – International Coach Federation GTA Chapter - 2009
 The Bigger Game – Saying “No” to Business as Usual - International Coach Federation Annual Conference - 2007
 The Coach Approach: The New Face of Performance - Canadian Society of Association Executives - 2006
 Play for Keeps: Improving Staff Retention – Canadian Society of Association Executives - 2004
 Toss Out the Trainer and Bring in the Coach - Canadian Society of Career Counselors - 2003
 Promoting Professional Practice in a Changing World – Critical Factors in Advancing Practice - 2000
 Ontario Hospital Association Annual Conference – Evidence Based Practice - 1999

AWARDS

Honored for 'Excellence in Coaching' by the International Coach Federation's PRISM Award 2004

INTERESTS

Nia - Native American Wisdom - Wilderness Canoe Tripping - The Arts