

Dr. Marilyn Manning and The Consulting Team

Executive Coaching



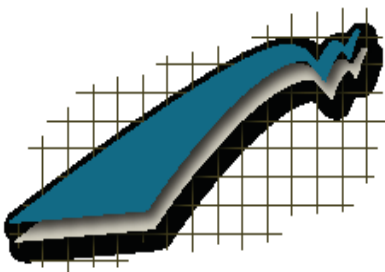
Dr. Marilyn Manning, CEO

Dr. Manning always brings a unique and invigorating perspective to her trainings. The work she has done coaching supervisors and managers has proven to be very effective in changing negative behaviors and actions that can be a hinderance in the workplace. She is honest, insightful and non-threatening.

Karen McNamara
Public Services Director
City of San Ramon

Partial Client List

Over 40 California Municipalities & Public Agencies
Alameda County Library Foundation
Catapult Communications
General Electric
Johnson & Johnson
Lockheed
Meeting Professionals International
National Speakers Association
PayPal
Stanford University Hospital
USGS



Facilitating Positive Change

Great leaders aren't born, they're coached.

It's imperative that leaders increase their emotional intelligence and self awareness. Transforming negative habits and improving communication accelerates leadership success.

The coaching process can include:

Phase One: Pre-work

- Set desired measurable outcomes, timelines, and processes
- Administer self-assessments
- Review background, other assessments, organizational culture

Phase Two: 360° Feedback

- Administer 360° DISC behavioral assessments and Emotional Quotient Inventory
- Identify key areas to develop
- Hold confidential interviews with selected stakeholders for anecdotal input

Phase Three: Ongoing Coaching Sessions

- Set up coaching schedule
- Observe workday, meetings and/or presentations
- Schedule check-ins with manager
- Hold team coaching sessions between the leader and each team member



During the time I have known Marilyn, she has distinguished herself as a conscientious and energetic trainer and coach. I have enormous respect for her teaching and leadership skills, and have been pleased to work with her on many occasions.

Kathy Omaye-Sosnow, VP of Human Resources
Catapult Communications

For over 20, years the consultants of **The Consulting Team, LLC**, have helped their clients solve difficult organizational and people problems. The Consulting Team is a consortium of recognized experts in communication, training, facilitation, coaching, leadership development, change, conflict mediation, strategic planning, and team building. The Consulting Team has been effective in working with a diverse clientele, spanning a gambit of industries. Our success is evident in that 94% of our work is repeat business.

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