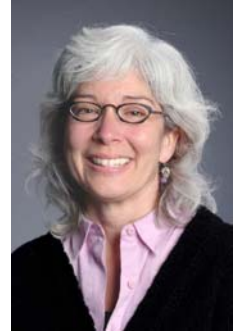


Beth Beam, MSW, LICSW

MY BELIEF

I am a senior leadership coach and organizational development consultant with a deep knowledge and rich experience in leadership coaching, learning and development and employee engagement. My mission is to coach leaders to build leadership capacity to improve employee engagement and thus achieve exceptional results. My work is guided by my clinical training as a social worker and deep understanding of systems theory and human behavior. This clinical training helps me establish rapport and credibility quickly with diverse groups ranging from frontline employees to senior leaders.



MY APPROACH

My work focuses on the development of leaders, designing strategic programs to develop people and organizations, and providing coaching and consulting. I have worked broadly in corporate, public, and non-profit organizations both as an internal and external coach and consultant. I have particular skill and experience in creating and facilitating leadership development programs that integrate 360-degree assessment and feedback. I have designed and led organization initiatives to facilitate change, enhance communication and team effectiveness, and support employee engagement.

I am a member of The Athena Group - a full-service management consulting firm that has helped leaders with the ingredients of sound decision making since 2000.

AREAS OF EXPERTISE/RESULTS

- Leadership/Executive coaching
- Talent assessment and identification
- Strategic succession planning
- Results-driven leadership development
- Leadership development
- Leading through transitions/change management
- Building and sustaining effective teams
- Conflict management and resolution
- Employee engagement
- Enhanced communication skills

EXPERIENCE / SELECTED PROJECTS

- Change Leadership: Led the organizational change effort to identify and implement a new electronic performance management system for 400+ employees. Designed and delivered year-end talent review and succession planning process.
- Leadership Development: Using performance and turnover metrics partnered with physician and executive leadership to define a talent management/succession planning strategy for large health care organization. Led the design and delivery of Senior Leaders Development Program for competitively selected, high-potential, third-tier organizational leaders. Seven of fourteen leaders promoted into higher-level positions within 24 months of completing program.
- Employee Engagement: Chaired the Employee Engagement Work Group to implement the first employee engagement survey. Achieved 92% completion rate. Used survey results to design and implement organization's people strategy.
- Senior Leadership Partnership: Provide coaching and consultation to leaders and managers to enhance leadership effectiveness, team effectiveness, employee engagement.

CREDENTIALS

- Masters of Social Work, State University of New York at Stony Brook
- Certifications include: Myers-Briggs Type Indicator, Hogan Leadership Forecast, the 360 assessment tools of both Lominger (Voices) and Personnel Decisions International (Profilor), Korn Ferry's Learning Agility tool, PulsePoints

SELECTED CLIENTS

- Group Health
- Seattle University
- Snohomish Health District
- Veteran's Administration
- New York State AIDS Institute
- Microsoft

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.