

# Tom Colwell

Executive / Corporate Coach

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## PHILOSOPHY AND APPROACH

*How do we change? How do we get from where we are to where we want to be? And where is it we really want to go in the first place?* Coaching places you, your team, or your organization at the heart of these questions. At some level, you know what you need to change. You know where you want to get to. Coaching first grants that authority to you, and then creates a vision of what that change will look like, works to discover – to uncover – exactly what it is you need to do to get there, and then supports and turns you loose to get it done.

Coaching is the catalyst and carrier of the change-process, but all change is chosen, directed and achieved by the client. As I coach, I change no one. But all of my clients – individuals, teams, whole organizations – change, all of my clients grow. It's a powerful set of disciplines, and it works.



## AREAS OF EXPERTISE/RESULTS

- ◇ Executive / Corporate Coach
- ◇ Organization Development / Management Consulting
- ◇ Conflict Resolution and Team Building
- ◇ IT Systems / Database / Computers
- ◇ Retreats
- ◇ Training and Workshops

## COACHING FOR ...

- ◇ *Executives & Leaders* — to improve skills and abilities; to lead more productively; to explore and work with the differences of leading and managing; to understand and effectively use their impact on those with whom they work.
- ◇ *Organizational Change* — to clarify vision and direction; moving ahead, seeking to retain that which is valued and unique while casting off that which is no longer productive; to identify and work with stakeholders, champions, opportunities and blocks; creating and traversing the paths for sustainable change.
- ◇ *Groups & Teams* — through complex processes and decision-making, clarifying roles and expectations, setting ground rules, naming and claiming working values, and framing all work against the greater targets and future vision of where they are going.
- ◇ *Relationships* — that are troubled or broken, with people and teams who are in conflict; working with bosses, managers, and employees; with colleagues; with team members; with boards and executives—restoring for all their ability to work together again, well and productively
- ◇ *Retention* — of those valuable, key and strategic people who have become burned out, conflicted and less effective, coaching to re-engage and revitalize them before they and their value are lost to the organization.

## SELECTED CLIENTS

### Leadership / Management / Organization Development

- ◇ University of Washington
- ◇ Gonzaga University
- ◇ University Consulting Alliance
- ◇ IDX Systems – Burlington, VT; Atlanta; Boston; Alameda; Sarasota; Chicago; Denver; Seattle
- ◇ Washington Mutual
- ◇ MTV
- ◇ American Arbitration Association
- ◇ City of San Francisco
- ◇ City of Seattle

### Medical / Mental Health

- ◇ Harborview Medical Center
- ◇ University of Washington Medical Center
- ◇ Madison Center and Hospital – South Bend, IN
- ◇ Anchorage Community Mental Health Services – Anchorage, AK

### Law Firms

- ◇ MacDonald, Hoague & Bayless
- ◇ Tousley Brain
- ◇ Olympic Law Group
- ◇ David S. Marshall

### Seminars & Workshops

- ◇ University of Washington – Health Sciences
- ◇ Boeing Computer Services
- ◇ King County – METRO
- ◇ State of Washington – D.S.H.S.
- ◇ American Fundware
- ◇ Pacific Science Center
- ◇ Bellevue Community College
- ◇ Mountain Lodge Women's Conference – Montana
- ◇ *Working Your Values*
- ◇ *From Stuck → To Action*
- ◇ *Living Life on Purpose*

Yale University –1968, B.A.

Graduate – Coaches Training Institute