

Leadership and Executive Coaching Coach Profile



Beth Beam, M.S.W.

COACHING STATEMENT

For over 16 years, Beth Beam has been working as a leadership coach and organizational consultant. She works from the belief that people develop and change in positive ways when they are supported and challenged in an environment of respect and trust. Qualities used to describe what Beth brings include: sense of humor, curiosity, clear communicator, systems thinker, able to see possibilities. Beth is a catalyst for leaders to connect with their true leadership potential, helping her clients discover their signature leadership style and use their strengths to lead consciously and competently. The foundation of her work is a powerful belief in each individual's capacity to embrace challenge, thrive from the pursuit of insightful self-exploration and, in so doing, achieve exceptional results. Beth has worked with diverse populations, from senior executives to aspiring leaders in health care, corporate, non-profit, education and government organizations.

EDUCATION

M.S.W. State University of New York (SUNY), Stony Brook, New York

B.S. Delaware Valley College, Doylestown, Pennsylvania

AREAS OF SPECIAL FOCUS

Amongst the LE cadre, Beth is distinctive as one of our cadre members with a strong background and experience base working in healthcare and is often deployed on projects in that industry to lend her highly relevant perspective and knowledge. Beth has specific expertise in strategic succession planning that spans talent assessment, the design and implementation of processes that identify and develop high-potential talent. She has particular skill and experience in creating and facilitating results-driven leadership development programs that integrate 360-degree assessment and feedback, experiential and action learning, as well as designing and leading organization initiatives to facilitate team effectiveness, enhance communication and support the long-term needs of change management and staff engagement.

CERTIFICATIONS & AFFILIATIONS

- Certifications include: **Myers-Briggs Type Indicator, Hogan Personality Inventory, the 360° Assessment tools of both Lominger and Personnel Decisions International.**
- Member of the **University of Washington Consulting Alliance**
- Member of **Executive Services Corp.**, which provides organizational development and leadership coaching to not-for-profit organizations
- Member of the **Group Health Foundation Advisory Board**

- Beth is affiliated with **CoachSource**, and through them provides leadership coaching to participants selected into the **Microsoft Worldwide Sales and Marketing Group High Potential Program**.
- Beth is also affiliated with the **Seattle University Executive Leadership Program**, providing coaching and development support to enrolled participants.

CAREER HISTORY

Over the past 12 years, Beth's work has been focused on supporting the development of leaders, designing strategic programs to develop people and organizations, and providing customized coaching and consulting. She has worked broadly in corporate, public, and non-profit organizations both as an internal and external coach and consultant, and has experience in regional mid-sized environments to large national and multinational corporations. Having managed/directed both large scale programs and projects throughout her 25 year career, she particularly enjoys working with leaders doing the same. Her roles have been broad and have included: coach, consultant, trainer, strategist, clinical service provider, and consultant. Beth has worked within a number of regional healthcare organizations, including: Group Health Cooperative, Tacoma General, and Medalia Family Medical Center; as well within Fortune 500s, such as Microsoft and Wells Fargo.

SAMPLE REPRESENTATIVE CLIENTS

Microsoft, Health Resources and Services Administration (HRSA), Wells Fargo, PointB, Group Health Cooperative, Merck Pharmaceuticals, Wells Fargo Bank, Veterans Affairs.

CLIENT QUOTES

"My coaching experience with Beth allowed me to leverage small steps of personal progress into large ones. She knows what questions to ask, when to be quiet, when to let me process, how to encourage without guiding and how to get me to commit to action without pushing."

–Pamela Anstine, Clinical Administrator, Department Anesthesiology and Critical Care

"I especially appreciated Beth's willingness to continuously push me and to ask the hard questions that made me stop, reflect and grow! My success today is due in part to Beth's coaching during this program."

–Theresa Boyle, Vice President, Strategy and Business Development, MultiCare Health System

"What was amazing about Beth was her ability to focus on me as a unique individual and to help me see beyond the surface. What I discovered about myself could not have been done on my own."

–Carol Peters, Senior Associate

"Beth has been a great resource for me during a recent time of career transition. Her insight and guidance was instrumental in helping me reach my objectives"

–Jon Browning, Director, Microsoft Corporation

"Beth was instrumental in helping me transition from an achiever who just tackled the next rung on the ladder to a leader who was intentional. Through coaching I was able to identify what tactics were best to improve the care of our patients and what steps were appropriate for me as a leader. Beth helped me clarify my goals, develop strategies to further them, and effectively communicate to facilitate change."

-Paul Sherman, MD, Medical Director for Consultative Specialty Services