

Leadership and Executive Coaching Coach Profile



Sharon Lamm, Ph.D.

COACHING STATEMENT:

Sharon's coaching is based on the foundational belief that what is inside; is outside. She works to draw out answers- believing that the coach's role is to ask questions and support discovery in the context of a safe and confidential relationship. With her clients, she explores thinking, beliefs, and assumptions to facilitate insight-oriented shifts that address root issues and limiting operating beliefs. Knowing that integrity is expressed through action, Sharon focuses on building the congruence of applied leadership behavior with the authentic self. While her work is thoughtful and reflective, it is also pragmatic- her clients find themselves engaging in experiential learning through taking action and practicing new behaviors.

EDUCATION:

Ph.D. Leadership & Organizational Development, Columbia University
M.S. Industrial and Labor Relations, Cornell University
B.A. Psychology, Business Management

AREAS OF SPECIAL FOCUS:

Sharon works to help her clients leverage signature strengths; building confidence, and connecting to unique purpose/values/style. She has significant experience working with clients transitioning to new positions or new opportunities, exploring career fit and enhancing readiness for the next position or leadership level. Other areas of distinction include: managing in global environments, polishing executive presence, deepening political and organizational savvy, and moving from high-level operational management to strategic visioning. Her experience with international business, virtual management, and moving from a domestic to global business focus are all key to the unique value she brings.

CERTIFICATIONS & AFFILIATIONS:

MBTI, FiroB, SimLog, PDI 360 Profiler, Strong Interest Inventory, Job Challenge Profile, Action Learning Coach certification.

Dr. Lamm is a preferred executive coach at Boeing, American Express, Astra Zeneca, and Research International. She is an Adjunct Professor of Leadership at Columbia University as well as an adjunct faculty member at the Center for Creative Leadership (San Diego Campus), which is consistently rated the #1 leadership development center. Dr. Lamm is also dedicated to community stewardship and has served with the Fresh Start Women's Foundation and Arizona State University's Dean's Board of Excellence Mentoring Program. She is the Director of Central Phoenix Women, a networking organization for women business leaders.

CAREER HISTORY:

An award-winning global coach, leadership development consultant, speaker, writer, and educator, Sharon is currently the CEO and founder of Inside-Out Learning, Inc., which provides a broad range of leadership development services. For six years, she worked internally at ARCO Chemical in International Training and Organization Development. She operates from a strong client partnership philosophy. Dr. Lamm's has 11 years of first-hand experience as an entrepreneur, and her career has included extensive training and development work focused at the most senior levels. She has the distinction of having spent a year at GE's famous Crotonville Leadership Institute, developing cutting-edge programs.

PUBLICATIONS & HONORS

In addition to her private practice, consulting work, and her presence on the global lecture circuit, Dr. Lamm is also widely published. She has produced an audio CD workbook on *Discovering your Purpose* and is completing two additional books. Topics she has explored in her writing include: leadership development, action-learning, and transformative learning. She has been published in Performance Improvement Quarterly, the ASTD casebook series, and many other trade journals.

Dr. Lamm has received awards from the Center for Creative Leadership and the Academy of Human Resource Development for her work and research on personal transformation and leadership development. She was recently featured in Arizona's Desert Paradise Magazine and was named a "Woman to Watch" by the Phoenix Business Journal. She was quoted on her views of coaching in the July, 2004 edition of "O" magazine, and is also a regular columnist for Phoenix Woman magazine (bi-monthly), where she focuses on personal and professional development from managing stress to finding your purpose.

COACHING ASSIGNMENT EXAMPLES:

- CEO of publicly traded merchandizing company: was able to sell company, become CEO again, and acquire other companies to grow business from 10 million to 2 billion.
- Senior manufacturing (aerospace) executive: work on presence and peer relationships resulted in client being top pick as successor for boss (ready now)
- Senior executive (aerospace) responsible for 6,000 employees: transitioned to new role moving from high-level operational management to higher-level strategic management.
- Pharmaceutical executive, national sales director: developed strategic agility skills to prepare for next executive level.
- American Express Center head: work focused on moving from technical to people-centered leadership and resulted in promotion into dream VP job

REPRESENTATIVE CLIENTS:

With over 18 years of global experience, Sharon has worked across the United States and Europe as well as Beijing, Hong Kong, Singapore and Thailand, for clients such as American Express, GE's Leadership Development Center, Exxon, E*TRADE, ARCO Chemical Company, Mobil Oil Corporation, Berlex Pharmaceuticals, Fannie Mae, Arizona Society of CPA's, Volvo Corporation, and Holy Cross Hospital. She has designed and delivered over 900 innovative programs and has coached hundreds of CEO's, executives, educators, professionals and entrepreneurs worldwide.

CLIENT QUOTES:

"I hold Sharon Lamm in the highest regard. I have been a Senior Human Resources Executive my entire career and I believe that she is the most talented Executive Coach that I have come across along the way. That is saying something." -Kevin Mullin- CEO LEAP Executive Consulting, Inc.