

Leadership and Executive Coaching Coach Profile



Mimi Welch, M.S.

COACHING STATEMENT:

Mimi uses a comprehensive approach to coaching, knowing that engaging all three of our human intelligences: *intellectual, emotional, and somatic*- is what ensures sustainable change. (Somatic intelligence is related to a leaders' "presence"). Her interactive style in working with all levels of management focuses on self-correction and self-generation of appropriate responses to whatever challenges and opportunities her clients are facing. Mimi's goal is to assist her clients in building lifelong skills that serve them long after her coaching engagement is completed. Her methodology is grounded in science, philosophy, and proven experience that assures her clients and their employers that mutual benefit between the organization and individual is the most effective combination for success and results. The distinctive body of knowledge and practice that Mimi integrates into her work includes the newly developed fields of social intelligence and somatic science. Ms. Welch and Leading Effect define the process of coaching as does the Center for Creative Leadership, "a formal engagement in which a qualified coach works with an organizational leader in a series of dynamic, confidential sessions designed to establish and achieve clear goals that will result in improved business effectiveness, both for the individual and the organization".

EDUCATION:

M.S. Organizational Development, Central Washington University
B.A. Communication, University of Washington

AREAS OF SPECIAL FOCUS:

Mimi's areas of emphasis amongst the Leading Effect coach cadre include: organizational and personal change and transition management, intergenerational workforce development (especially Gen X and Y), leadership development targeting mid- and implementation managers and organizational culture shifting. Mimi also specializes in companies who are downsizing, developing high potential succession candidates, who are in crisis due to major organizational change. Mimi is skilled in modalities such as co-coaching and team co-coaching and has designed and facilitated numerous interventions that combine coaching with theoretical and action learning for accelerated development.

CERTIFICATIONS & AFFILIATIONS:

Mimi is a certified executive Coach, having completed New Ventures West's year- long customized program sanctioned by the International Coaching Federation. Other certifications that contribute to her success in organizational development and behavioral expansion include: PulsePoints, Thomas Kilman Conflict Management, Franklin Covey, William Bridges Organizational Transformation, and Strozzie Institute's Somatic Mastery for Professionals. Mimi has also been accredited in group facilitation, process improvement and Total Quality Management.

CAREER HISTORY:

Mimi's career has spanned twenty years in capacities ranging from business ownership to both the public and private sectors. Her employment with the private sector includes working in and with executive management in enterprise-wide functions of Fortune 500 companies and privately held conglomerates in the industries of retail, manufacturing, natural resource and entertainment fields. She has served in exempt and non-exempt management and executive liaison positions for cabinet agencies and served in appointed positions for federal and statewide-elected officials. Mimi has been formally coaching for over 10 years and has worked with clients from a variety of industries and sizes that are in various stages of organizational evolution including start-ups, mid-size companies and world-wide conglomerates. Due to Mimi's experience with the public and not-for-profit sectors, she is also deeply involved with local, state and federal government organizations and their leaders.

Mimi is also a national speaker and has served as guest speaker and trainer at the University of Washington, Pepperdine, NOVA University, and a variety of community colleges. Mimi is committed to community involvement and has served on several boards including Big Brothers/Big Sisters, United Way, Volunteers of America, Youth Automotive Training Center, & the Humane Society. She has also chaired committees and held offices for professional organizations such as the Lions Club, National Association for Women Business Owners, and the National Association of Female Executives. Mimi is a frequent speaker for national conventions and statewide organizations. She has also been a columnist for two national trade publications for the past four years.

REPRESENTATIVE CLIENTS:

Bath & Body Works, Blockbuster Video, Lowe's Companies, Hollywood Video, Victoria's Secret, Washington Mutual, Foster Pepper, Royal Caribbean Cruise Lines, Showboats International, Challenge Day International, City Of Coral Springs, City of Tacoma, City of Woodinville, Gilmore Research Group, Dream Dinners, Inc., Loss Prevention magazine, Limited Brands, Inc. , International Retail Federation, Network Solutions, Inc., Florida State Department Of Health, Global Estate Staffing Services, Interagency Council Of State Employed Women (WA), The University of Washington, The Paragon Group, Pepperdine University, Western Washington University, Washington State Office of the Attorney General, Washington State Association of Cities, Washington State Association of Counties, multiple Washington State Departments.