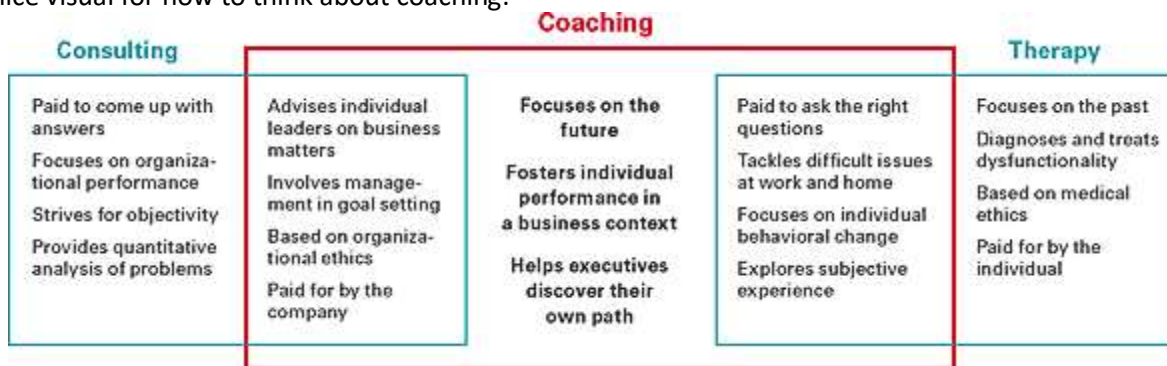


Coaching Referrals and Recommendations

Our team is frequently asked for referrals to coaches in the Seattle area. While often our work as consultants does overlap somewhat with those of professional coaches, we do not have a formal focus on coaching and are please to make referrals and recommendations to coaches.

What's coaching all about? This [chart developed](#) by authors Diane Coutu and Carol Kauffman provides a nice visual for how to think about coaching:



In our experience, coaching can be transformational if you find the right partnership with your coach. It's a very personal decision, so we encourage you to check out/meet with at least a few coaches (from this list or otherwise) to find the best match for you. Often times, coaches will offer an initial session designed to determine if this coaching relationship is a good match for you.

During the interview session with a potential coach, be sure to ask probing and clarifying questions. Some examples might include: What is your measure of success? What can I expect during our conversations? Tell me how you helped someone else. What if this doesn't work? Is this confidential if my boss/board are paying? Are you going to talk with my board chair? How would you address my specific issue?

Finally, be sure to explore experience, knowledge and logistics. Be sure that your coach is well versed in the nuances of your work/world. Do they understand your business/organization (i.e. for-profit, nonprofit)? Ask about phone, email, and Skype access if you prefer this type of coaching – which can work well as you build a foundation for coaching after your first few sessions. Discuss fees and negotiate, if necessary. Get clarification on frequency of meetings and contract terms. Common practice for many coaches is to meet once or twice a month for 1.5-2 hours over the course of 6-9 months. Most coaches will have standard practices in all these areas but are open to fit your needs.

The Valtas team updates this list regularly as we meet and get to know new coaches. We encourage you to check out websites, read about the approach and philosophy of the coaches you interview, understand what you hope to get from coaching, and approach coaching as an investment in yourself and your career. Good luck!

Name of Coach	Contact Information	Area of specialty or focus	Other comments/ information	Prior to coaching
Janet Boguch	jb@janetboguch.com 206.323.3449 http://janetboguch.com/wide-angle-coaching/	Works with people of all ages and backgrounds who are interested in increasing their leadership competencies and confidence, from emerging leaders to experienced managers and executives	Also supports transition, Career & Next Steps Coaching Certified Hudson Institute Coach International Coaching Federation	Nonprofit professional, long term consultant in sector, facilitator of TableTalks University and college teacher in a variety of professional programs.
Nancy McCaughey	nancy@mccaughey.com 206.914.8606 http://www.nancymccaughey.com/	transformational career and transition coaching services designed for seasoned professionals in midlife who want to renew, realign or reinvent their career and figure out what's next.	Certified Hudson Institute Coach 10+ years coaching	25 years in business, serving in senior leadership positions for private and public corporations and for a decade as a Co-Founder of a non-profit organization in Hawaii
Jen Martin	jennifer@communitychange.com https://www.linkedin.com/in/jennifermartin12/ http://communitychange.com/ (206) 607-7336	Jen does executive coaching for leaders at many levels.	Certified coach, a certified trainer of Insights Discovery® and The Leadership Circle	She is a former Seattle Foundation and YWCA senior leader, so understands nonprofits from the inside/funder perspective.
Kristiina Hiukka	kristiina@kristiinahiukka.com M: 425.922.8244 O: 425.462.6613 https://kristiinahiukka.com/leadership-training-coaching/leadership-coaching/	Broad range of coaching and consulting for teams and executives. More focus/experience in for profits. Author The Write Life Diary – Life Changing Diary Writing	Coaches Training Institute of San Rafael, California (CPC) and is a credentialed member (PCC) of the International Coach Federation International experience Women in Innovation Summit 2012 and the Ignite Innovation Forums	Lived and worked abroad (Finland, Sweden, Ireland), broad international corporate experience. 17 years coaching.
Angela Powell	angela@imagorevolution.com 206 660.0492 http://imagorevolution.com/you/	Consultant and coach, unique perspective as change agent, person of color, “My gift and passion for initiating and organizing effective change efforts. “	International Coach Federation	25 years of consulting and service experience working with for-impact organizations. Client base in social justice and nonprofit orgs.

Name of Coach	Contact Information	Area of specialty or focus	Other comments/ information	Prior to coaching
Carmen D’Arcangelo Page	carmen@valtasgroup.com 206-226-8833	Performance coaching Equity, diversity and inclusion Driving creativity and leadership into business outcomes Managing millennials Challenging employee relations issues Change management	Approach is experiential, tailored to the individual or team and with a focus on identified outcomes. Utilize current theories and cutting-edge coaching best practices grounded in the neuro and behavioral sciences. Focus on research-based theories of effective adult learning to inform methodologies. Dynamic activities and tools for integration into the day-to-day roles of the individual.	6 years as Antioch adjunct faculty – teaches Coaching for Leadership and Change, Leadership with Emotional Intelligence Interim Executive Director 18 years HR Consulting focusing on recruiting, employee relations and executive coaching Non-Profit and Start-up expertise
John Lamunyon	https://headwaterscoaching.com/ jalamunyon@msn.com https://www.linkedin.com/in/johnlamunyon/ Sammamish, WA	Neuro-Linguistic Programming, Time Line Therapy®, Hypnotherapy, , Positive Psychology, Polarity Management, Conflict Management, and more.	International Coaching Federation	Former pastor
Leslie Osborn	leslie@losborn.com (206) 276-4207 http://www.losborn.com/	Strong C-level for profit background in coaching; works with people who are serious about stretching themselves to deepen their power and impact. clients come with pressing needs to address challenges and opportunities happening real-time in their worlds.	Primary focus is on business owners, C level execs and for profit exec leaders.	Former Vistage Group leader; tech General Manager, led small and large teams, built and launched new products, and run business development, sales and operations functions.
Kelly Holm	kelly@coachkelly.com (425) 970-3552	Works with diverse, high-performing leaders and leadership teams. Works with small, privately-held, for-profit, non-profit, private practice and employee-owned to large, publicly-held, multi-national Fortune 50.	Hudson Master Coach ICF Phone, Video or in person coaching.	Over 30 years of corporate experience, including hands-on executive leadership roles. She has had the honor of coaching over 450 executive leaders from more than 15 countries in over 30 industries

Name of Coach	Contact Information	Area of specialty or focus	Other comments/ information	Prior to coaching
Beroz Ferrell	The Point, LLC cell: 206.595.1793 beroz@thepointintl.com www.thepointintl.com	<p>Has worked with national and multi-national companies across seven countries and on three continents.</p> <p>Taught graduate and undergraduate business management classes at Seattle University, USA and Salzburg University of Applied Sciences, Austria.</p> <p>She is a nationally certified counselor, certified coach, conflict mediator and a results-based facilitator, with fluency in several languages.</p>	Organizational consultant and leadership coach with more than 25 years of experience in psychology, human resource management and leadership development	
Nancy Winship	206.300.9791 nancy@nancywinship.com	<p>Nancy's clients are senior executives who are predisposed to keep pushing their boundaries. With constructive feedback and timely challenge and support, they deepen their awareness, learn new skills, and adopt more productive assumptions and mind-sets. Nancy keeps a focus on both leadership performance and personal fulfillment, knowing that leadership excellence stems from a solid footing in core values.</p>	<p>Ran OD/Coaching for Waldron for 2 years.</p> <p>Held internal leadership coaching roles at MSFT.</p> <p>Long history with consulting firm Zenger Miller.</p>	Most of history is coaching through consulting or independently.