

## BARRY COLEMAN



Barry is a collaborative, inclusive, results-oriented, dynamic, and engaging trainer, facilitator, and leadership coach with over 25 years of experience assisting individuals, teams, and organizations to thrive. He builds transparent, respectful, and holistic client relationships, equipping leaders and staff with the skills to engage in courageous and challenging conversations amid chaotic and changing times. Barry collaborates with senior leaders, mid-level and new managers, and emerging high-potential candidates to identify the underlying causes of organizational and individual challenges. His ability to bring a wealth of experience and compassion to his work enables him to connect effectively with diverse individuals and teams at all levels.

Barry has earned a stellar reputation as a strategic human capital professional, boasting experience across various industries including government, newspapers, financial services, insurance, and labor unions. He began his career as a Sales Manager, quickly learning the art of motivating and inspiring people to achieve exceptional results. Transitioning to Human Resources, Learning and Development, and Organization Development, Barry gained invaluable insight into the crucial intersection of people management and business results within organizations. His diverse experience equips him to understand and address today's business challenges, enabling him to integrate real-life experience with organizational and leadership best practices in his interactions with clients.

In every engagement, Barry adopts a client-centered approach with a systems perspective, drawing from his professional experience and training. What sets him apart is his collaborative working style, where he partners with clients and applies practical tools and applications to tackle both simple and complex organizational challenges. Barry challenges and supports clients with probing and provocative questions, insightful feedback, and reframing. Clients compliment him for encouraging them to recognize and unleash their untapped potential, enabling them to achieve relevant and sustainable goals.

Barry holds a Master of Science in Organization Development from American University/National Training Laboratory Institute, where he also served as an Adjunct Professor. He earned his Bachelor's degree in advertising from Pennsylvania State University and received his coaching certification from Georgetown University. Committed to continuous learning, Barry is certified in various tools and assessments, including the Myers-Briggs Type Indicator® (MBTI), DiSC®, Center of Creative Leadership's 360° Assessment, Strength Deployment Inventory®, Conflict Dynamics Profile®, and Emotional Intelligence 2.0™ by TalentSmart.

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### A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

<i>AARP</i>	<i>Emergent BioSolutions</i>	<i>National Institutes of Health</i>
<i>AstraZeneca</i>	<i>Erie Insurance</i>	<i>Novartis</i>
<i>Bain Capital</i>	<i>Federal Drug Administration</i>	<i>Novavax</i>
<i>Berkshire Partners</i>	<i>Federal Reserve</i>	<i>Price Waterhouse (PwC)</i>
<i>Center of Creative Leadership</i>	<i>Howard Hughes Medical Institute</i>	<i>US Rowing</i>
<i>D.C. Public Schools</i>	<i>Institute of Core Energetics</i>	<i>Wells Fargo Bank</i>
<i>D.C. Superior Courts</i>	<i>Internal Revenue Services</i>	<i>World Wide Fund</i>
<i>Department of Energy</i>	<i>National Association of Social Workers</i>	

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### **REPRESENTATIVE ASSIGNMENTS**

**General Counsel** – Client was a high-level General Counsel overseeing client portfolios of major state land fields who faced apprehension upon being recruited into an executive-sponsored leadership program. Fearing his lack of readiness, his coaching objective was to bolster self-confidence in preparation for the program. Barry assisted him in conducting interviews with senior leaders, staff, and peers to gauge perceptions within the organization. Through these interviews, the client identified his strengths and areas for improvement. Collaborating with Barry, he honed his interpersonal communication skills, emotional intelligence, and executive presence. Armed with renewed confidence, he successfully entered the executive-sponsored program. Post-completion, he assumed additional responsibilities, supported by recommendations from sponsors of the executive initiative.

**Director** – Client was newly promoted in a government agency, tasked with overseeing new drug approvals, and faced a challenging situation. She was selected for this new position because of her efficiency and leadership abilities. However, the client's new team was resistant to change and uncooperative. Barry collaborated with the new leader, guiding her through the intricacies of team transitions, team development, and performance feedback. After several months of dedicated efforts, the client managed to earn the trust of her team and effectively implemented new operating standards, leading to improved cooperation and productivity.

**Chief Operating Officer** – Client was promoted to the role of COO in a production organization and faced a shift in responsibilities from technical management to strategic leadership. Barry's coaching support focused the new leader on fundamental leadership skills and delegation techniques. Through this development process, the client gained the ability to delegate tasks efficiently, allowing him the time and mental space to engage in strategic thinking and formulate ideas for enhancing organizational effectiveness. As a result of this effort, the client exhibited significant growth in leadership capabilities, enabling him to provide valuable strategic insights for the organization's future growth.

**Executive Vice President** – When the client was promoted to the role of EVP at the engineering firm, he faced a challenge. Despite his two decades at the company and his reputation for engineering expertise and project efficiency, a complaint was lodged against the client, alleging bullying and fostering a hostile work environment. A multi-rater 360° feedback assessment for the client highlighted critical concerns regarding interpersonal and group communication, emotional intelligence, and relationship-building. By embracing coaching, the client concentrated on honing his communication skills, managing his emotional reactions and triggers, and fostering relationships across all levels of the organization. Through dedicated efforts, he made significant progress in these areas, leading to marked improvements. Consequently, he successfully mended relationships, fostering a positive and collaborative work environment.