

Using Differences to Make a Difference

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POSITIONS IN COACHING PROFESSION

Certified Professional Coach -1999 to present

Serving Individual, Executives, Small and Large Business, Teams

Facilitating, training, coaching and designing around the needs relating to individual and team development. Specializing in issues related to relationship dynamics, conflict and leadership development

- ***Training, Workshop Design and Facilitator*** - Design and deliver customized trainings related to communications, change, conflict, diversity and inclusion and leadership

Consultant - 1999 to present

Marsha Marsh Coaching, Inc. serves as a trusted advisor for internal and external coaches, directors and managers and collaborates in the design of workshop curriculums, customized seminars, and training sessions. The work focuses on the areas of team dynamics and management, meeting recommendations and business decisions communication, leadership, and change

Thought Partner – 1999 to present

Marsha partners with executives as a trusted advisor to their everyday decisions such as employee career development, meeting design, team development, strategic business decisions, managing authority up and down, creating influence and relationship building. Executives today have so much on their plate and live inside of corporations which on some level replicate political structures. To be able to navigate powerfully, they need a neutral, unbiased professional viewpoint to be able to gain the necessary perspectives to be powerful leaders today.

Teams Challenge Course Facilitator - 2002 to present

Facilitator to teams through a series of exercises that mirror workplace situations in an apparently unrelated-to-the-workplace outdoor environment. The exercises bring out the strengths and weakness of a team in a safer setting than the workplace. The benefits of an off site in nature setting is that people tend to let down their guards and develop a greater foundation of trust. Therefore enabling them to explore team dynamics and develop what it takes to be sustainable high performing teams. .

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COACHING AND FACILITATION TRAININGS

Coaching and Certification

- **Coaching Training Basic and Advanced Courses** - Coaches Training Institute, December 1998, January – April 1999, Chicago, IL
- **Co-Active Coach Certification Training** – Coaches Training Institute. ICF Accredited, January - May 2002, Chicago, IL
- **Certification for Co-Active Professional Coaching** - Coaches Training Institute, ICF Accredited April 2001, San Rafael, CA
- **Fundamentals Organizational and Relationship Systems Coaching, ORSC** - The Center for Right Relationship: Relationship Coaching Curriculum, CCR, Benicia, CA , ICF Accredited, February 2006, Chicago, IL
- **Relationship Path, ORSC Advanced Coursework** -The Center for Right Relationship, CCR, Benicia, CA , ICF Accredited, March 2006, Minneapolis, MN
- **Relationship Intelligence, ORSC Advanced Coursework** - The Center for Right Relationship, CCR, Benicia, CA , ICF Accredited, April 2006, Minneapolis, MN
- **Systems Geography, ORSC Advanced Coursework** - The Center for Right Relationship, CCR, Benicia, CA , ICF Accredited, May 2006, Minneapolis, MN
- **Training for Stellar Team Diagnostic** - Team Coaching International, Seattle, WA, ICF Accredited, June 2007, Washington, DC
- **Licensed Facilitator of the Stellar Team Diagnostic** - Team Coaching International, Seattle, WA, ICF Accredited, July, August, September 2007
- **Certified Networking Facilitator Training** - Melissa Giovagnoli, October, November, December 2003, January, February, March, April 2004, Chicago, IL

Teams Challenge Course Trainings and Certifications

- **Teams Challenge Course Facilitator Training** - Group dynamics, facilitation strategies, workshop design, Olympia Fields, Iron Oaks, March 2002, Homewood Flossmoor, IL
- **Recertification, Teams Challenge Course Facilitator Training** - Group dynamics, facilitation strategies, workshop design, Northbrook Park District Teams Course, April 2002, April 2003, Northbrook, IL
- **Climbing Wall Facilitator Training** – Northbrook Park District Teams Challenge Course, April 2002, Northbrook, IL
- **Recertification, Teams Challenge Course Facilitator Training**, Group dynamics, facilitation strategies, workshop design, Lincoln Marsh, April 2003, Wheaton, IL

Leadership Trainings

- **Pathways Seminars to Successful Living, Basic and Advanced Courses**, Sue Paige, Jeff Paige, Chris LaPak, 1995 – 2004, Northbrook, IL
- **Leadership Training** - Pathways Seminars to Successful Living, Sue Paige, Jeff Paige, Chris LaPak, March, April, May 1997, Northbrook, IL

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- **Leadership Training - Co-Active Leadership** - Coaches Training Institute. ICF Accredited, May, August, December 2001, March 2002, (10 months), Sebastopol, CA
- **Women's Personal Growth Training** - Woman Within International, October 1995, Delavan, WI
- **Women Empowering Woman** – Woman Within International September 1997, Milwaukee, WI

Miscellaneous Trainings

- **Deep Change Facilitation** – Dimitri Bulgere, Madison, WI, July 2004, Chicago, IL
- **Curriculum for Living – Landmark Forum** -Landmark Education, April – July 2004, Chicago, IL
- **Sandler Sales System Training** – Boot Camps and Weekly Training, 2008 to present, Chicago, IL

AUTHORED WORKSHOPS/TRAININGS

Mastering Powerful Conversations – Dealing With Conflict™

Communications for the IT Professional™

Communication for Challenging Environments – Dealing with Difficult People™

Vital Components of a Sustainable High Performing Teams™

Embracing Change™

Did You Say What I Heard – Learning to Listen and Be Heard™

Getting it Done – Creating Value Based Goals™

Money Intimacy™

Parents as Guides™ – Conscious Parenting

PRESENTATIONS

- Networking Exelon Women – **Writing Women Back into History** – Exelon Corporation, Chicago, IL March 2010
- Networking Team Trainer for Facilitators - **Recession Protect Workshop, Strategies for Survival and Growth** - Sponsored by Illinois Chamber of Commerce and Diamond Bank, Chicago, IL March 2009
- Presenter - **Dealing with Our Conflicts with Our Clients** - Buy Owner, Oak Brook, IL May 2008
- Presenter - **How to Build Better Client Relationships Through a Better Understanding of Your Self** - Lawyers Connecting™ Forum, Highland Park, IL August 2008
- Presenter - **Conscious Parenting – An Understanding of Family Conflict** - Paces, Naperville, IL January 2009
- Speaker/Presenter, **Getting it Done, Creating Value Based Goals, Did you Say What I Heard, Dealing with Conflict, Parents as Guides** - Home Schooling Conference, Arlington Heights & St. Charles, IL 2004, 2005, 2006, 2007, 2008,

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- Presenter - **Conscious Parenting – An Understanding of Family Conflict** - Holistic Mom's, Naperville and Rolling Meadows, IL July, November 2008
- Presenter, Conscious Parenting – **An Understanding of Family Conflict** – Illinois PTA Conference April 2005
- Presenter - **Conscious Parenting - An Understanding of Family Conflict** - La Leche League, Crystal Lake, IL May 2005
- Presenter - **Conscious Parenting – An Understanding of Family Conflict** - WW/MKP D Presentation Deep Change Facilitation, Milwaukee, WI July 2004
- Facilitator/Presenter – **Deep Change Facilitation** - Mankind Project/Women Within International, Chicago, IL July 2004
- Panelist - **Work Life Balance** - Women's Chicago Bar Association, Chicago, IL February 2004
- Presenter - **Dealing with Conflict Through Life Coaching** - Women in Management, Libertyville, IL April 2002,
- Presenter – **Dealing with Conflict Through Life Coaching** – Rotary, Libertyville, IL February 2002, Arlington Heights, IL April 2002, May 2003

TV & RADIO

The Business Doctor, Dr. George Watts - WCPT 820 AM

Guest speaker as a premiere Chicago Business Coach. Radio shows: 2004 & 2007

Starting Over - Reality TV - Chicago based coaching television show. Filmed as a *Group Coach - Networking Facilitator* on the show (Callas Ranch). 2006

BOARD AFFILIATIONS

- Member - **Co-Active Leadership Link** - Coaches Training Institute, San Rafael, CA ICF Accredited
- Board Member - **Bear Spirit Medicine Lodge** - Evanston, IL

AFFILIATIONS

- **Center for Right Relationship Global Alliance** - www.crrglobalalliance.com, Center for Right Relationship, Benicia, CA, ICF Accredited, participate in collaborative support forum
- **Coaches Training Institute Co- Active Network** – www.coactivenetwork.com, Coaches Training Institute, San Rafael, CA, ICF Accredited, participate in collaborative support forum

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CLIENT LIST - HIGHLIGHTS

Executive Coaching: to gain awareness and action in alignment with leadership development.

Exelon
ComEd
Peco Gas
Telllabs
Pactiv
Abbott Labs
HSBC
Evanston School District 65
Running Tide Group
Emty Bag Productions
Acscnt Group
EDG Consulting
Blue Engine Group (Sandler Sales Consultant)

Team Dynamics and Team Challenge Courses: to achieve a variety of breakthroughs to create sustainable high performing teams.

Exelon Corporation
Com Ed
Peco Gas
Merrill Lynch
Kraft
Walgreens
Associated Colleges of Illinois
Northwestern University – Engineering Professors
Niles Police Department
New Trier High School Staff
Northbrook Park District, front line staff
Northbrook Chamber of Commerce
Jewish Children's Bureau
Jewish Federation
DSG Logistics
Cabrini Green Public Schools
Chicago and suburban areas public schools

Training in communications and conflict: Foundational training in communications, accountability and responsibility in relationships.

Exelon
Com Ed
Peco Gas
Buy Owner

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DSG Logistics
Guardian Transportation
Prudential
Met Life
Emty Bag Productions
Chicagoland School Staff – New Trier, East Capital HS
Evanston School District #65
Northbrook Park District
American Message Therapy Association

EXPERIENCE HIGHLIGHTS

Exelon and Com Ed

- Co-created and facilitated “All Hands Meeting”(5 teams) for the Director of IT Com Ed Solutions. Oak Brook, IL June, October, December 2009
- Facilitated the VP of Com Ed and Exelon with the Executive Diversity and Inclusion IT team to support the development of company wide change initiatives for D & I Chicago, IL April 2009
- Facilitated Diversity and Inclusion session for the Exelon Cantera Campus to bring to light to significant and less visible levels of diversity, May 2009
- Designed and facilitated a day long team dynamics session for a PBF team in crisis. Winfield, IL April 2009
- Administered Stellar Team Diagnostic with coaching 2 day retreats and ongoing team development for 6 months for two high profile project teams - Chicago and Oakbrook, IL 2007 - 2009
- Mastering Powerful Conversations – Working with Conflict- 3 day training designed and delivered 3 x yearly in Chicago, IL and Philadelphia, PA from 2005 to present
- Coaching of Director, Key Manager, manager, individual contributor level from Chicago, Oakbrook, Joliet, Winfield, IL, Philadelphia, PA 2005 to present
- Teams Challenge Course for IT team. Wheaton, IL 2006
- Facilitated Vision/Mission and Values sessions for reorganized IT team. Chicago, IL January 2007, For new IT team formation. May 2007

Bank of America

- Designed and delivered training and coaching on change and conflict for Client Associates of 8 different branches, Minneapolis, MN. August 2009
- Leadership Tele-Coaching for Client Relationship Manager - 2005 to present

Evanston School District 65

- Family Center Staff – Designed and delivered team specific communications. Evanston, IL September 2003
- Gateways to Learning - Designed and delivered coaching of team dynamics for a team in crisis. Evanston, IL April 2009

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Walgreens

- Facilitated Teams Challenge Course to provide insight into problem solving and communications, Northbrook, IL 2008

Brokers International

- Provided Group tele-coaching to help participants of the association on sales. February 2007

Kraft

- Facilitated Teams Challenge Course to provide movement toward their team goals, Northbrook, IL 2006

Merrill Lynch

- Teams Challenge Course for two branches of Client Associates to increase camaraderie. Oakbrook and Naperville, IL March 2004
- Coaching of managerial staff Oakbrook, IL 2004 - 2006

Northbrook Park District –

- Designed and delivered - Communication for the Challenging Environment- Dealing with Difficult People™ for the front line staff. Northbrook, IL January 2004

American Message Therapy Association

- Designed and delivered basic communications training for participants of the association as part of their ongoing development plan. Chicago, August 2003

Buy Owner

- Supported sales group to create stronger relationships and increase sales by moving through their relationship conflicts. Chicago, 2009

Ascent Group

- Co- designed marketing segmentation program. Chicago, December 2009

Blue Engine Group (Sandler Sales Program)

- Co-designed sales goal setting program for a Sandler Sales clients. Chicago, December 2009