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AT A GLANCE:

I'm an Organization Development Consultant and Executive Coach focused on the art and science of continuous learning and growth. I work with individuals, teams, and organizations to improve thinking and channel energy toward learning that matters.

CERTIFICATIONS:

- Professional Certified Coach (PCC) – International Coaching Federation
- Certified Results Coach – NeuroLeadership Group
- Certified Professional Facilitator (CPF) – International Association of Facilitators
- Certified Appreciative Inquiry Facilitator – The Center for Appreciative Inquiry

TOOLS AND ASSESSMENTS:

- Emotional Intelligence - EQi ® and EQ360 ®
- Klein Group Instrument (KGI)
- Myers-Briggs Type Indicator (MBTI®) Step I and Step II
- Strength Deployment Inventory (SDI®)
- Apter Motivational Style Profile (AMSP®), Apter Change Agent Profile (ACAP®), and Apter Leadership Profile System (ALPS®)

RECENT PROJECT HIGHLIGHTS:

Developed and conducted a 12-month transformational change project seeking a more focused, strategic approach to enable this federal government headquarters office to have more impact in a measurable, tangible way. Project included consulting, training, facilitation, and executive coaching of individuals on the leadership team.

Developed and conducted an organizational change project to support the implementation of agile software development practices on an enterprise-wide basis. Engagement included assessment, consulting, facilitation, and executive coaching of key individuals.

Developed and conducted a strategic planning effort for a federal agency's division level office, designed to support changing constituent needs and respond to streamlining requirements. Project included assessment, consulting, training, facilitation, and executive coaching of leadership team members to support their change leadership roles.

Facilitated a potential merger between two non-profit organization with a history of conflict, competition, and many common stakeholders.

CONSULTING HIGHLIGHTS:

Coaching

- Developed and conducted executive coaching sessions for individuals in corporate, government and non-profit organizations, including individual development, leadership development, emotional intelligence, and using personality type effectively.
- Developed and conducted Emotional Intelligence assessment and feedback coaching program with 20 leaders in a federal agency.
- Developed and conducted small team-focused coaching sessions in support of a wide variety of ongoing change management and leadership development processes.

Change Management

- Developed and conducted Organizational Change Management segments of Enterprise Resource Platform Project.
- Developed and led executive leadership team through a change management process designed to refocus the company's efforts on their strategic goals.
- Developed and led senior partners of a professional services firm through a practice continuation/succession planning process.

Organizational Assessment/Member Needs/Satisfaction Surveys

- Developed and conducted:
 - Staffing needs assessment for 30-person municipal government agency.
 - Employee satisfaction survey for 350-staff member residential construction company, including development of an action plan based on results.
 - Reader and advertiser assessment processes for regional business publication, including survey, focus groups, and action plans.
 - Chapter development process for non-profit association board, including development and facilitation of a Town Hall Meeting to explore the results.
 - Organizational assessment for 140-staff member real estate construction firm, including development of an action plan based on results.
 - Assessment of performance management system and developed action plan for making needed improvements for a 200-staff member air cargo company

Strategic Planning and Facilitation

- Developed and conducted Strategic Planning processes for client organizations, including corporations, non-profits, government and educational institutions.
- Developed and facilitated staff retreats for non-profit organizations, corporations, government and professional services firms.

Training and Development

- Develop and conduct customized training programs to meet the needs of client organizations, including:

The Art and Science of Motivation

Behavioral Interviewing for Supervisors

Board Basic Training

Change Management

Emotional Intelligence for Leaders

Effective Intra-Organizational Communication using MBTI®

High Performing Teams

Leadership Development

Strategic Customer Service

Strategic Onboarding

Teambuilding with Thomas-Kilmann (TKI) Conflict Resolution

Numerous Custom Workshops

EDUCATION:

MS, Organization Development, Johns Hopkins University

BA, Psychology, cum laude, University of Maryland at Baltimore County (UMBC)

PROFESSIONAL MEMBERSHIPS AND VOLUNTEER ACTIVITIES:

- International Association of Facilitators – Member
- International Coaching Federation - Member
- Leadership Howard County, Class of 2004 (Board of Directors, 2007-2013)
- Neighbor Ride, Board of Directors, 2007-present (Chair, 2011 - 13)
- Neuro-Leadership Institute - Member
- Organization Development Network (International) – Member
 - Chesapeake Bay Organization Development Network – Member (President, 2004-05)