



***Margot F.W. Halstead, PCC***

Margot Halstead has over ten years of corporate executive coaching experience both as an internal coach and with private clients. She has a direct style with keen intuition and frequently hears feedback from clients such as “How did you know that?” or “It feels like you have known me for years” driving results in her clients that are swift and accurate. A hard driver with a soft inside, Margot is caring, compassionate, reserves judgment and holds her clients accountable.

### **Past Experience**

Margot functioned in both leadership and individual contributor roles while excelling at project management for missions that were specifically identified as enterprise wide affecting cultural change. Working for the largest of government contractors for the majority of her last ten years, she was a trusted advisor to the executive function as a talent management thought leader and executive coach. Margot was selected to design, create and implement coaching and advancement protocols, expand fledgling succession processes and support leadership decisions by designing and implementing leadership cohort programs.

Margot also has extensive experience in designing, creating and implementing various types of mentoring programs including ‘mentoring for all,’ formal, informal, strategic and ad hoc components. With outstanding project management skills and extensive experience in the business change management function, assisting with large scale enterprise wide HRIS upgrades and entire business separations, she brings a balance of business knowledge, project management know how, and interpersonal communication that is a rare combination in coaching.

Margot comes with a background in managing legal partnerships in the Washington, D.C. law firms of Squire Patton Boggs; Morgan, Lewis and Bockius; and Pillsbury Winthrop Shaw Pittman. She has also taught foundational communication classes at Northern Virginia Community College and University of Phoenix.

### **Education**

Margot holds a BA in Interpersonal Speech Communication with a minor in Afro-American studies, a MBA from Marymount University with a concentration in Organizational Development.

### **Certifications**

Margot is a Project Management Professional (PMP) and a Certified Professional Coach (CPC) achieving PCC status with the accrediting association of ICF. She is certified in leadership assessment vehicles to include Conversational Intelligence®, Energy Leadership Index®, Certified Behavioral Analyst (DISC®). Margot is also certified 360 instruments including PDI 9<sup>th</sup> House, Insight360 and Lominger Behavioral Competencies. She is also a DDI certified facilitator and Love ‘em or Lose ‘em certified facilitator.

### **Accomplishments**

The healthy success of the business and cultural split of a large government contractor into two strongly maintained independent companies gained the attention of the Executive Leadership Council, Project Management Institute, Center for Creative Leadership and MASIE. Each requested Margot to come and speak to their organization about her experiences with Change Management, Talent Management and Coaching as she is quoted her in several of their periodicals. Presentations and recorded webinars are posted on the PMI website <https://www.pmi.org/> in the Change Management subgroup. Her greatest accomplishment is volunteering for the Boy Scouts of America helping 12 boys successfully achieve the rank of Eagle Scout, preparing our community for success. She volunteers her coaching time assisting older adolescent’s transition from home to independence.