



Marsha Hughes-Rease MSN, MSOD, PCC

Marsha has over 26 years of progressive leadership experience and over 10 years of experience coaching senior leaders in federal government, higher education, healthcare, and multinational organizations. Her definition of executive coaching is “an experiential and individualized leader development process that builds a leader’s capability to achieve short- and long-term organizational goals. It is conducted through one-on-one and/or group interactions, driven by data from multiple perspectives, and based on mutual trust and respect.” Her coaching spans the gamut of helping clients realize how small positive changes in their behaviors can significantly improve their

individual performance to actualizing an effective executive presence that contributes to the achievement of higher performing teams, departments, and organization. Marsha’s executive coaching expertise is the integration of progressive experience in different leadership positions from front line manager to executive, education and experiences as an organization development consultant, and an intense experiential and evidence based coaching program. As an ICF certified executive coach, she has helped leaders and leadership teams identify goals for increasing their leadership effectiveness, their success in achieving business results, and perceived developmental needs.

Education

Marsha is a graduate of the Fielding Graduate University, Evidence-Based Coaching Program and certified by the International Coaching Federation (ICF). She also has a graduate degree in Organization Development from Johns Hopkins University and a graduate degree in Nursing Administration from George Mason University. She is currently an adjunct faculty member at Georgetown University’s Institute for the Organizational and Change Leadership certificate program.

Certifications

Marsha is a member of the Institute of Coaching, the International Association of Leadership, and the International Coach Federation (ICF) and, is PCC certified. Her certifications include the Hogan Personality Assessment, MBTI, DISC, Benchmarks 360, EQi 2.0 and the Conflict Dynamics Inventory.

Marsha believes that it is imperative for the organization, the client, and the coach to have a working partnership to achieve desired coaching goals. She also believes the success of coaching depends on forging a relationship with her clients based on open communication, trust, and unconditional positive regard. She is comfortable coaching in different settings and in using techniques including face-to-face, telephone and virtual platforms such as SKYPE and ZOOM. She lives in Northern Virginia with her husband and son.