



## Colin T. McLetchie, PCC, BCPP

Executive Coach, Facilitator, Speaker, Trainer

**Colin deeply believes in lives worth living, leaders worth following and organizations worth being a part of, all of which cultivate communities and a world worth living in.**

He brings his unique blend of compassionate challenge and his deep insight and presence to all of his clients. He is known for being wickedly intuitive, insightful, direct when appropriate, and supportive always. Many clients have referred to him as a “not kidding around coach,” and leaders have often chosen him to partner with because they knew they would be challenged and supported in service of their goals and mission.

After a 20+ year career in HR leadership in the software, technology, consulting, and retail spaces, in January 2014 Colin committed to focusing full-time on **partnering with individuals, managers, executives, teams and organizations to identify what success looks like and help them move forward to achieving that success – at work and in life.** His areas of focus are on leadership, life and career coaching, leadership and management development programs and training, design and facilitation of teambuilding and planning off sites, and team, culture and organizational development. He is a sought-after speaker and workshop facilitator on collaborative communication, personal transformation, personal leadership, courageous conversations, resilience, emotional and relational capability, and many other topics.

**From the tactical to the transformational, Colin has helped leaders find deeper purpose, elevate their presence, lead themselves and others in more powerful, present and impactful ways.** Recognizing that leaders are almost always in conversation, with themselves or others, he helps them tune in more deeply and understand that leadership is an internal journey externally manifested. He works in the four domains of **Body, Emotion, Spirit and Thought to bring out a leader’s BEST self.** The time leaders spend in conversation is crucial and where they have the most impact – whether it’s one on one or in groups – so honing conversational and relation skills is often part of his work. His extensive employee relations and organizational effectiveness background have been useful to numerous leaders as they made major career transitions, revitalized teams, navigated systems’ wide change, created new and impactful culture and values, and dealt with complex and deeply human issues in the workplace.

**Colin has coached/advised CEO’s and top executives, managers & entrepreneurs.**

Sample client organizations include NIH, Dun & Bradstreet, FHFA, Federal Reserve Board, DOT OIG, Ultimate Software, Vectorworks, CGI Federal, Goodwill, Council of Better Business Bureaus, USAID, Prince William County, City of Newport News, Territory Foods, Diligent, PM Hotel Group, Aetna, Kaiser Permanente, Aledade, and numerous others. From data scientists and technologists to corporate support and sales and marketing, Colin has a broad array of experience to draw from.

In his HR career with organizations such as Blackboard, American Management Systems (now CGI), and Macy’s, Colin has served as the HR Business Partner and Coach/Advisor for leaders in Product Development, IT, Marketing, Sales, Finance, HR, Legal, Customer Success, and others.

With a Bachelor’s in Interpersonal & Public Communication from the University of Louisiana in Lafayette, Colin is a graduate of Georgetown University’s Certificate in Leadership Coaching program, one of the world’s leading programs. He is a Professional Certified Coach with the ICF and is certified in The Leadership Circle Profile & Culture Survey, DiSC, Five Behaviors of a Functional Team, MBTI, EQ-i2.0 & EQ-i360 Emotional Intelligence Assessments, SOAR (Success through Observer-Action-Results), Voices 360 Assessment & Leadership Architect Competency

Model, and the CCL Benchmarks suite. He is also a Board Certified Polarity Practitioner with the American Polarity Therapy Association and spent four+ years studying energy and the healing arts.

His coaching and facilitation are grounded on a few key beliefs:

- ! ***There is nothing about leadership and work that isn't personal, and the most impactful leaders are on a deep journey to the self.***
- ! ***Our inner game drives our outer game.***
- ! The ***primary tool of leadership & collaboration is conversation***; if you want different results, you need a different conversation.
- ! ***You can't change what you can't see.***
- ! ***You can't change what you won't talk about and explore.***

**In his own words:** “My job as a coach is to help leaders see, feel, think and believe differently, so they show up differently in service of the mission and the impact they want to have on the world. It's an honor to get to be a partner on the journey with people and leaders as they learn and grow.”

## Testimonials

Colin is a ***brilliant, sharp, dynamic facilitator*** with the ability to engage a group while ensuring there is learning for each participant. As a coach and consultant, he works effectively with individuals and teams and has a unique ability to use his thoughtful inquiry in service of his clients.  
– Denise Haselhorst, Chief People Officer, Blackboard

Colin did an outstanding job of helping me bring my new leadership team together and advance the goals of our organization. He has a knack for fully engaging a diverse set of personalities and drawing out the best in each person. He ***blends challenge with support*** and responds to the needs of each unique situation. We could not have made the progress we did with our culture change without Colin's guidance.  
– Mary Power, President & CEO (former), Council of Better Business Bureaus

I wanted to do some team building activities and thought of Colin right away. He has ***amazing energy and passion*** for coaching and facilitation. He has the ability to command the room and get everyone engaged and thinking outside of their comfort zones. We have had Colin back for a second visit and my team keeps asking for more!  
– Linda Gillen, VP of Talent Acquisition, Corporate Executive Board

There really is not a way to describe the impact Colin has had on me personally and professionally. Colin has been instrumental to me in my professional journey. The coaching he provided and the work we did together really helped to develop me as a leader. His skills as an executive coach are superlative. He has an ability to really help you ***get to root cause*** - and then work on ***building capabilities*** to help you develop and master that capability. He has an aptitude for understanding clients in a personal way that makes him stand out. The focus of my recommendation has been on the impact he has had on me professionally - but he helped me develop so much personally as well. I value the time we had together and will use what I learned for the rest of my life.  
– John Nicodemo, VP of Data Engineering, Loblaw Companies Limited