



# Shawn Snelgrove

“Coaching helped me up elevate my game and get through a challenging time of growth in our business. Shawn was a thought-partner and creative resource to apply my strengths, engage stakeholders, expand my toolkit and position me for the next level of leadership. She both challenged and supported me to greater well-being and a stronger leadership presence. Our work together helped me to scale the business quickly and effectively with less frustration.”

Technology Executive

## Profile

Shawn Snelgrove is an experienced executive coach, team systems expert, performance consultant and author. Shawn transitioned from her senior consulting career, where she led and implemented large-scale change programs across Fortune 500 companies, into executive coaching in 2003. Since then, she has coached managers, leaders and teams across industries, provided performance consulting and authored a guide to career transition. Shawn is known for sparking fresh insight, leading patient exploration to generate new awareness, creativity, pragmatism, straight-forward communication and an action/results orientation.

**Corporate Background:** Shawn’s career has included experience across start-up, small business, through to global and Fortune 500 environments. This breadth of experience has provided unique insight into what it takes to lead transforming systems, whilst delivering quarter-on-quarter business results, across a range of business contexts. Her senior consulting experience includes leading and implementing large-scale business process reengineering (BPR) initiatives, e-learning projects and culture transformation. During her consulting career, Shawn recognized a missing link in all change efforts – inspiring leaders to find their own answers using their innate wisdom to access the full potential of their teams.

**Executive Coaching and Team Systems:** Shawn has coached across industries and with high potentials to C-suite executives and senior, cross-functional and intact teams in the technology, pharmaceutical, manufacturing, health care and retail sectors since 2003. Whether working with an individual leader or a team, Shawn is known for working the “both/and” rather than the “either/or”. That is, helping leaders and teams to develop *both* their practical skillset that drives productivity *and* their ability to develop people and healthy culture. As a result, Shawn’s coaching supports short-term delivery, transformation and sustainability.

As an **executive coach**, Shawn has coached leaders at all levels through promotion and other career change, to successfully lead high-stakes projects and culture change, to navigate global collaboration, to communicate more effectively and optimize presence, to attain greater balance and well being, and to drive results delivery.

As a **team systems specialist**, Shawn has worked with a wide range of teams, including new teams needing to hit the ground running, established teams needing to reset or deliver results into an emerging future, geographically dispersed teams, senior executive teams needing to balance the needs of their silo and the broader business.

In terms of methodology, Shawn starts with awareness as a crucial change lever - self-awareness, awareness of others, and the system awareness that enables people to see beyond their immediate patch. From there, she integrates practical business models, consulting methods and experiential learning theory with leading-edge human potential concepts, systems thinking and change paradigms to bring out the creative best in people.

## Specialties

- > High Performance Teams
- > Global Senior Team Alignment
- > Problem-Solving, Innovation, Creativity
- > Emotional, Social and Team Intelligence
- > Leadership Presence and Awareness
- > Communication and Constructive Interaction
- > Energy, Engagement and Change Management
- > Career Transition

## Selected qualifications

- > Graduate, Organizational and Relationship Systems, CRR Global
- > Graduate, Co-Active Coaching, Coaches Training Institute
- > Graduate, Team Coaching Intensive, Team Coaching International
- > Graduate, Theory U Intensive, Otto Scharmer, MIT
- > Author, *Essentially You @ Work: A Career Transition Guide*
- > BA, University of Arizona, English/Business
- > Many other coaching and leadership programs including: Coaching for Performance, Emotional Intelligence, Leadership Pipeline, Play-to-Win, Non-Violent Communication, Leadership And Stages Of Development, Theory U, Strengths-Based Leadership, etc.

## Selected client organizations

Boa Technology, Centura Health, Cisco, Evenflo, F5, Exempla Healthcare, Kaiser Permanente, MediaBrix, National Wildlife Federation, Newmont, Norgren, Palo Alto Networks, Sheetz, Takeda and Wellpoint.

## Instrument Accreditation/Experience

Extended DISC, Kantor Structural Dynamics, Team Diagnostics Suite, The Leadership Circle Profile (TLCP), Strengthsfinder.

## Partnerships

Encyte Solutions, Inside Counts LLC, HRS Colorado, The Levers Group, The Natarsha Hearn Group Pty Ltd, WolfCreek Partners.