



ONDINE

COACHING FOR CLARITY AND CONNECTION

Ondine Norman Leadership and Executive Coach with diversified experience in leadership development and interpersonal communications. A solid record of successful design and delivery of communications models, leadership workshops, facilitating senior offsite meetings and conflict resolution interventions. A contributor to thought leadership in the coaching field as a mentor coach and teacher for students of transactional and ontological coaching.

PROFESSIONAL EXPERIENCE

Norman & Associates 2003 to present
Offices in New York and California

President and Founder of a professional services firm focusing on serving mid- and upper-level executives in a variety of industries. Representative client services:

- Executive Coaching services to individuals and management teams
 - Specializing in interpersonal communications, inspirational leadership and executive presence.
- Communication Skills Training
 - Commonsense Communication: Basic management skills for new managers. Includes: The Art of Listening; Giving and Receiving Feedback; Making Clear Agreements; Mentoring Facilitation; and Delegation Models.
- Facilitation of Executive Retreats
 - Executive Decision Making; Skill-based Leadership Program; Vision, Strategy and Action Plan sessions.
- Facilitation of Difficult Conversations, ie, conflict resolution, bridging inter-departmental communication gaps

Johnson & Johnson 2010 to present
Facilitates series of Change Agent Trainings, Team Building sessions and Executive Coaching across the Pharma R&D division as part of a culture change initiative throughout the organization.

Illustra Research Inc.

Facilitates virtual trainings for Illustra's corporate clients.

Williams Sonoma Inc. 2010 to 2012

Executive Coach

Supports Hi-Potential employees of William Sonoma in their leadership development and interpersonal skills through on-going one-on-one executive coaching.

The Exetor Group 2006 to 2009

US-based consulting firm specializing in leadership trainings and executive coaching for large multi-national companies.

Senior Consultant

- Faculty for leadership and management trainings for multi-national companies.
- Provided follow-up Executive Coaching for senior consultants and employees of multi-national companies.

Booz, Allen, Hamilton 2003 to 2009

Executive Coach

Supported employees of Booz Allen in their leadership development and interpersonal skills through ongoing one-on-one executive coaching.

Proteus International 1999 to 2007

US-based consulting firm specializing in business strategy, adult learning, change management and leadership development.

Senior Consultant

- Member of the executive coaching team working mainly in the cable industry supporting business development and people management through facilitating of trainings and executive coaching.

- Helped to design and roll out performance management initiatives and mentoring programs.
- Supported organizations during times of transition through facilitation of conflict resolution, individual coaching and vision/strategy sessions.

Newfield Network 1996 to present
ICF Accredited Coaching School and Consulting Business

Mentor Coach and Curriculum Design

Responsible for coaching new students entering the field of coaching through modeling one-on-one coaching, observing students coaching, teaching through teleclasses and conferences.

NASA Goddard Space Flight Center 2004 to present

Executive Coach and Consultant

Responsible for co-designing and delivering team-building trainings, conflict resolution sessions, one-on-one executive coaching and leadership development in NASA's Human Resources division.

University of California at Berkeley 1999 to 2005
Office of Physical & Environmental Planning

Executive Coach and Consultant

Responsible for co-designing and delivering team building trainings, conflict resolution sessions, one-on-one executive coaching with project managers and planners.

County of Sacramento 1998 to 2000
Public Works Agency

Consultant

Created a Division Leadership Training, facilitated Division Leadership Team meetings, trained team members in conflict resolution, setting up improved communication networks, helped define what a team is and how it works, helped to restructure how decisions are communicated to all employees, especially those out in the field.

Sprint PCS 1997 to 1998

Consultant

Designed and delivered team-building trainings which created better communication and teamwork between Project Managers and the Finance Group and between top executive managers and their direct reports.

The Williams Group 1996 to 1998

Planning and Building a Family Team

Consultant/Coach

Worked as a consultant and personal coach to wealthy families in transition dealing with inheritance issues.

Pathsetters Inc. 1992 to 1996

Associate Trainer

Worked as an Associate Trainer for NTL Leaders and Management Consultants.

EDUCATION

Newfield Network

9-month Certification Program in Professional Coaching

Pacifica Graduate Institute

Masters in Counseling Psychology

University of California at Berkeley

BA, English | Minor, Philosophy

Neuro-Linguistic Programming

Master Practitioner License

Hypnotherapy

Certification Level II

Certified MBTI, EQBaron, ESSI Systems EQ,
and Social Styles Assessment Facilitator

PROFESSIONAL & BUSINESS AFFILIATIONS

Member, International Coach Federation

Member, American Association of
Marriage and Family Therapists

Member, National Association of Female Executives

Member, National Resource Defense Council