



Melonie B. Garrett, MCC, MSOD

Ms. Garrett is a master certified coach (MCC) and organizational development consultant with over 25 years of outcome-based experience in leading organizations, providing executive, ontological, and somatic coaching for multi-generational individuals and teams, and organizational development and performance. She serves as a powerful resource for leaders and their respective organizations helping them to enhance their unique value brand and thrive in global complex environments and multi-cultural/generational workforces in hybrid and virtual work environments. She helps to reshape leadership and organizational patterns of thinking and behaving, and work practices that no longer serve the intent, goals, or desired outcomes. Her first-

hand experience in the various dimensions of executive leadership and the complexities facing leaders allow her to customize her coaching and organizational development approaches in a way that leverages real world business application, yielding leadership agility, resilience, effective work-life blending, multi-cultural and generational competence, and transformation.

Coaching Approach

Ms. Garrett views coaching as a partnership for focused transformation revitalizing the client's personal leadership purpose, presence, performance, and personal care. She blends ontological, somatic, and results-based coaching, creating confidential conversations, asking questions, sharing observations, identifying triggers, reframing, helping to balance inquiry and advocacy, listening, identifying assessments, applying somatic techniques and other interventions with gentle irreverence, expanding the current perspective not just actions, expanding choices and enabling discovery, innovation, new action, and sustainable results.

Ms. Garrett's overall coaching strategy is to work within the context of the client's specific opportunities and challenges, focusing on embodied learning, intentionality, and measurable attainable results. In partnership with the client, Ms. Garrett confidentially coaches using a model that: creates a trusting learning climate; assesses development; creates awareness; strategies and practices; develops measurable action plans; coaches' achievement; measures success; and develops a self-sustaining plan.

Education

Ms. Garrett received her coaching certifications with The Newfield Network, Inc. She is a Master Certified Coach with the International Coach Federation (ICF). Ms. Garrett earned her Masters' Degree in Organizational Development from The American University. Her Bachelor's Degree is in Psychology from Morgan State University.

Past Experience

Ms. Garrett's overall coaching strategy is to work within the context of the client's specific business and leadership challenge, focusing on measurable and sustainable business results. She has first-hand experience in the various dimensions of executive leadership and coaching. As a former executive she understands the pressures, complexities, and complex decisions that executives face daily. This experience allows her to customize her coaching in a way that leverages real-world business application to yield breakthrough results.

Ms. Garrett's career spans the telecommunications, finance, banking, transportation, information technology, manufacturing, and hospitality industries. She has held senior leadership roles in Information Technology, Strategic Planning, Customer Service Quality, Leadership Development, and Human Resources (HR). She has coached executives as an internal and external coach of corporate, federal, and local government, non-profit, and private organizations. She has consulted organizations on defining and transforming work-cultures, strategic planning, business process engineering, strategic diversity and inclusion initiatives, inter-group dialogs,

organizational assessments and gap closure, multicultural competence, competency modeling, Executive Core Qualifications (ECQ) mapping, designing, and facilitating leadership retreats, and other large-scale change initiatives. In her role as executive and group coach, Ms. Garrett has enhanced the acclimation process of new leaders, helped leaders identify career “derailers”, balance inquiry and advocacy, refine their emotional intelligence (EQ), enhance their personal and professional leadership vision, align personal vision with the organization’s vision, lead multi-generational staff, and helped to engage them in discussion, assignments, practices, learning opportunities and networks to accelerate their personal and professional growth.

Certifications

Ms. Garrett is a member of the International Coach Federation (ICF) and MCC certified. She is certified in a variety of coaching techniques, assessment instruments, and 360 processes. She helps clients to interpret feedback, integrating somatic learning, her assessment skills, and appreciative inquiry expertise. She incorporates real-time feedback gained through confidential conversations, questions, observations, explorations, and practices to focus the coaching on priorities that will help enhance and sustain client effectiveness.

Accomplishments

Ms. Garrett has designed learning experiences for high potential vice-principals and federal award-winning leadership development programs at NASA and FEI - Leadership Alchemy, Accelerated Leadership Program, Diversity Dialog Project (DDP), and FEI Senior Leadership Development Program. Additionally, Ms. Garrett served as the principal Diversity and Inclusion (D&I) coach and facilitator to the NASA/Goddard’s D&I leadership and Diversity Dialog Project (DDP) facilitator team. She helps develop strategies to engage the facilitator team, and the organization in deepening the impact through its federally recognized Diversity Dialog Project (DDP). She works with the DDP facilitators to ensure the integrity of the dialog process, the topics, framework, exercises, and experiences increasing awareness, building multi-cultural competencies, learning in action, and a culture of inclusion.