



Heather Kaye

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Nonprofit organizations play a vital and important role in our society and their Executive Directors face unique business challenges. If you are an Executive Director, be assured, I understand what it takes to successfully fulfill your agency's mission. Guiding leaders in their quest to be fully engaged in all aspects of their work is the core of what I love to do. My coaching style is personal, direct, committed, and customized to meet your specific situation. As your executive consulting partner, I provide confidential one-on-one **coaching**, team building and retreat facilitation. I have in-depth knowledge and expertise in building strong leadership to assure you thrive in the face of scarce resources, celebrate success even though the work is never done, create and maintain performance standards, lead autonomously and in concert with the board, build trust and manage relationships with all constituents. Most importantly, I know how to quickly assess problems, identify solutions to current business issues and commit to working with you to produce outcomes that count.

We know that leaders who ensure employees are contributing and engaged enjoy a dynamic thriving atmosphere. My work is guiding you through the obstacles, offering different perspectives, giving you a jump-start, and identifying effective, useful practices to help you develop new habits and enhance your relationships. Embracing your needs for confidentiality, discretion and efficiency, we will work around your schedule in your environment, on your issues. I have a long successful track record, extensive business knowledge, proven leadership skills, and a dedication to your success.

I bring more than 25 years of diverse experience as a successful senior manager, organizational consultant and leadership coach to nonprofit organizations, Fortune 1000 companies, start-ups and government agencies. I have served as a Faculty member of the Newfield Network Coaching Certification Program and as an adjunct faculty to American University. I have extensive experience developing leaders individually and in I am also an experienced facilitator, team builder and organizational consultant. I have worked with clients from a diverse collection of organizations including: Washington Area Women's Foundation, WEAVE, Cheetah Conservation Fund, Crittenton, FAA, Community Wealth Ventures, Search for Common Ground, United Way, Marriot, AT&T, EPA, Discovery, Westinghouse, Hewlett-Packard, Viacom, US Patent and Trademark, , and National Rural Electric Cooperative.

Education

American University M.S. Organizational Development,
National-Louis University, B.A. Management
Advanced Coaching Certification program, Newfield Network

Certifications & Accomplishments

MSOD and ICF Certified Coach

Co-created “Awakening Purpose and Vision” published by MasteryWorks

Certified in MBTI and DISC

CMED - Caroline Myss Level 1 & 2

Awakening Purpose and Vision published by MasteryWorks

Interests and Specialty Areas:

- Engage the “whole” person – all dimensions of what it means to be human – ensuring each leader’s outer manifestation is congruent with his/her inner dimensions
- Guide leaders as they navigate the gap between what is and their desired vision, piloting uncertainty by identifying and addressing concrete issues, uncovering new perspectives to tackle recurrent challenges, and unleashing creative power to build on strengths
- Galvanize teams by getting unspoken issues on the table, fostering understanding of the dynamics, guiding them in articulating their vision and transforming ideas to measurable results.
- Ensure leaders make a greater contribution by helping them realize what matters most to them, builds on their innate talents, engages others and aligns with their work. The result is a new level of success and satisfaction, a more dynamic career that remains competitive and relevant.
- Directs leaders and their employees in being fully engaged in every interaction: connected to themselves, connected to those they work with and connected to their goals – in that order - encouraging them to be their best at all times, no matter the complexity of the task.

Testimonials

Lydia Watts, Executive Director at Victim Rights Law Center, Founder and former Executive Director of WEAVE

My work with Heather has exceeded my expectations. She has helped me gain new insights about myself which has enhanced all areas of my life – professional and personal. Her approach is very empowering; she provides me with tools and resources that have tactical applications in my day-to-day work and that have a deep influence on my leadership in general. Heather’s expertise in group relations enhances our work together and allows me to address change management in my organization in a nuanced, confident way. Heather Peeler, Community Wealth Ventures

Heather is extremely talented in helping a team pull together, find their purpose, appreciate the strengths in each other, and use their complementary skills. She is also incredibly warm and inviting,

elicits trust, keeps confidences and spreads her wisdom liberally. The effectiveness of any team will increase dramatically after working with Heather!

Phyllis R Caldwell, President, Washington Area Women's Foundation

Heather facilitated a 2 day retreat for our 15 person staff. Our organization has experienced substantial change over the last year, including new staff and board leadership and more than half the staff being new. We brought in Heather to facilitate a retreat with the goals of setting a new vision and culture for the staff, formally marking the end of the transition phase and team building among old and new staff. Prior to the retreat, Heather met with the retreat planning team, the staff and the president to establish common expectations for the meeting. This process included a staff survey around organizational values. She developed an agenda that included a good mix of team building, strategic thinking and candid discussion that would accomplish a big task in a short time frame. She was very detail oriented and even took time to recommend healthy snacks to keep us focused! During the meeting she did an exemplary job of making sure everyone participated, and kept us on track for time --without participants realizing they were on a general schedule. When an unplanned situation arose where it became clear that there were issues that needed to be addressed that day, Heather was able to adapt the format and guide the team through a very difficult discussion that, in the end, paved the way for positive action. Heather's business knowledge along with her organizational behavior and people savvy were a tremendous asset to our team. We would recommend her to others and would engage her for additional work.

Pat Woodward, Department of Commerce

After working with Heather, I was able to find a new position with positive feelings of empowerment and determination. Heather provided me with the tools I needed to identify my critical values and talents and ultimately my life purpose.

Linda Rabbitt, Owner and CEO, Rand Construction Corporation

Her professionalism, strong intuition and succinct insight pushed the edge of my thinking and expanded my understanding of my people.

Sherry Hirsch Vice President Hewlett-Packard Company

Heather has been very effective in helping me to grow both professionally and personally by focusing me on new ways of doing things. She has given me new insights into myself and others and a new appreciation for my own achievements and abilities.

Ken Concannon, President, Greendot Consulting

Heather's work helped form a team that stood together in the best and worst times. Even when there was no money, the team came to work every day. We started another company because people continued to come to work every day, with hope; because they believed that the team together could do anything.