

## LECIA GROSSMAN

Lecia Grossman is a trusted Leadership Development Consultant and Executive Coach focused on leading organizational change through holistic leader development and coaching. Her innovative approach is grounded in human systems dynamics, co-active coaching principles, and creative practices. She is known for her boundless capacity to embrace challenge and change with curiosity and adaptive action, while creating environments where people are authentic and motivated. As a collaborative colleague who sees possibility in everything, she is dedicated to practicality and sustainability. Throughout her career, Lecia has established departments, forged new product distribution systems, created multiple learning products, and facilitated learning forums. She is known for her ability to enthusiastically turn possibilities into sound, practical outputs.

Lecia has designed, facilitated and coached numerous leadership development sessions for frontline workers to senior executives. Her work has covered topics such as coaching, teamwork, feedback, organizational culture change, innovation, adaptive leadership, and employee engagement. Her coaching and facilitation are engaging, motivational, and infused with creative practices, neuroscience methodologies, co-active coaching skills, reflective practices, and appreciative inquiry. Colleagues and clients come to her for help to see the big picture and possibilities, and the beauty in the details.

Lecia's home base is Minneapolis, Minnesota. Her winters are spent in the woods near Austin, Texas, where she lives with her husband, John and dog, Ruby Rocket, in a tiny house John built himself. Her passion for dialogue and learning is found not only in her professional career but also in her community. Lecia founded the zAmya Theater Project, a theater collaboration of homeless and housed individuals aimed at increasing awareness, understanding and advocacy for the homeless.

Lecia grounds herself with mindfulness practices, yoga, playing piano, listening to birds, and walking.

Her mantra is "What would make it fun?"

### CLIENTS

- Largest privately held organization in the US
- Fortune 100 and 500 companies
- Nonprofit, education and philanthropic organizations
- Individual executives and emerging leaders



### EDUCATION

University of St. Mary :: MA in Human Development  
St Thomas University :: BA in Psychology with a  
minor in Human Resources

### COACHING + CONSULTING CERTIFICATIONS

PCC :: Professional Coach Certification,  
International Coach Federation  
HSDP :: Human Systems Dynamics Institute  
CCPC :: Co-Active Coaching Professional Certification,  
Coaches Training Institute

### ASSESSMENT TOOL CERTIFICATIONS

- Hogan Assessment
- Myers-Briggs Type Indicator (MBTI)
- Human Synergistics' Leadership and Management Impact Inventory
- Human Synergistics' Organizational Effectiveness and Culture Inventory

### ADDITIONAL TRAINING

- Organization and Systems Coaching
- Co-Active Leadership
- Art of Hosting (World Café, Open Space)
- Appreciative Inquiry Foundations
- Mindfulness-Based Stress Reduction (MBSR)