

Deborah George-Feres, Ph.D, ICF PCC
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SUMMARY

- Executive and Leadership Coach | Over 12 years of experience
- Facilitator of leadership development, team building, conflict and communication trainings
- Change management agent subject matter expert | Delivering Outcomes to support organization’s goals, activities, initiatives, and people
- Communication strategist increasing leaders’ and teams’ communication competence.
- College instructor delivering business management and interpersonal communication courses.

EDUCATION

- **Doctor of Philosophy** – Management Walden University
Specialization: Leadership and Organizational Change
- **Master of Science** – CED Southern New Hampshire University
Community Economic Development
- **Bachelor of Arts** – Business Administration Eastern Nazarene college

CERTIFICATIONS

- **Professional Certified Coach** International Coach Federation
- **Certified Government Coach** University of Government Coaching
- **Certified Leadership & Executive Coach** Coach Training Alliance
- **Certified Whole Person Coach** Coach Training World

PROFESSIONAL EXPERIENCE

Summary

- **Executive and Leadership Coach**, Indigo Coaching Systems, Bowie, MD
- **Executive Coach (TATC)**, National Institute of Health/National Heart Lung Blood Institute, Bethesda, MD
- **Executive Coach (Sub-Contractor)**, Department of Education, Washington DC
- **Executive Coach**, AlbanCat, Baltimore, MD
- **Leadership Essentials Program Coach and Consultant**, Loyola University Leadership Essential Program Baltimore & Howard County, Baltimore, MD
- **Leadership Coach** – American Cancer Society, Washington, DC.
- **Leadership Coach** – Special Olympics Leadership Academy, Washington, DC

EXECUTIVE COACH & FACILITATOR

Indigo Coaching Systems

2006-Present

- Design and deliver experiential leadership development trainings.
- Employ evidence-based practices that consist of timely managerial strategies that help leaders establish procedures, policies, and regulations require for smooth operation of the organization.
- Apply agile learning strategies and real-time technology that increases the speed of managers and teams' learning abilities, support peer learning, and create knowledge repositories that can be accessed by other employees which ultimately result in organizational learning and development.
- Conduct and debrief psychometric and 360 assessments to explore areas of strengths and developmental needs.
- Provide specialized leadership, executive, and performance coaching to 21st-century leaders directing complex business projects within the federal government and private sectors.
- Create Individual Development Plans consisting of SMART proximal and distal goals, action steps for executing goals and aligning organizational objectives, and determining milestones.
- Measure and monitor coaching engagements to assess outcomes, and evaluate areas requiring modification to achieve coaching goals.
- Design and deliver experiential leadership development trainings.
- Employ evidence-based practices that consist of timely managerial strategies that help leaders establish procedures, policies, and regulations require for smooth operation of the organization.

DIRECTOR OF DEVELOPMENT

2005-2006

PHS Commissioned Officers Association for the Advancement of Public Health

- Spearheaded the foundation's philanthropic programs, which provided scholarships and continuing education platforms for public health professionals.
- Developed and implemented a comprehensive fundraising plan that resulted in sustained competitive grant awards and major gifts.
- Executed a strategy for the development of annual donors.
- Secured financial support from individuals, federal agencies, and private foundations.
- Managed the implementation of the data tracking software and oversaw consultants responsible for data entry and gift processing.
- Developed and tracked proposals for all foundation and federal fundraising.
- Managed all aspect of fundraising process that included grant writing, reporting, and solicitation of federal and private funding sources.
- Collaborated with the organization's Board of Trustees to plan, implement, and organize annual fundraising campaign, which resulted in increased donor contributions.
- Reported on fundraising initiatives at Board meetings.
- Collaborated with staff to draft public health policies.

MANAGER OF LOCAL GOVERNMENT SERVICES

2001-2005

National League of Cities

- Designed and administered technical assistance and training to Mayors and Local Elected Officials in the areas of affordable housing, racial justice and race relations, downtown revitalization, rural communication, and rewards programs that honored outstanding Mayors who have demonstrated strong leadership and have transformed their cities. Managed the organization's community development and change programs geared towards addressing critical issues that affected the nation's cities.
 - Provided programmatic oversight and fiscal management of programs' budget.
 - Led a diverse, cross-functional team of experts providing research, best practices, knowledge content, and training to local elected officials.
 - Supervised a team of professional staff and conducted annual performance reviews.
 - Conducted staff performance evaluation and calibration meetings to address the performance and annual goal-setting of staff members.
 - Led bi-weekly staff meetings that tracked workflow, project and departmental activities.
 - Managed the change initiative that resulted in a reorganization of departments, staff, and programs.
 - Coordinated Community Development seminars for the organization's annual conferences.
 - Published articles about matters affecting local government for Nation's Cities Weekly.
 - Conducted capacity development trainings for local elected officials.
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TEACHING EXPERIENCE

ADJUNCT PROFESSOR

Howard Community college

2017-Present

Course: SPCH 110-701: Interpersonal Communication

ADJUNCT PROFESSOR

University of Maryland University College

2017-Present

Course: BMGT 364-6380: Management and Organizational Theory

PARTIAL LIST OF FACILITATION AND TRAINING

- Manager-As-Coach: Department of Education
- Building a Cohesive Team: Turner Construction Company
- Overcoming Fear to Achieve Business Success: International Coach Federation
- COPD Town Hall Meeting: National Institute of Health/NHLBI

PUBLICATIONS

- Book: Covey, S., Blanchard, K, George-Feres, D., Page, M. Prince. F., Evans, S., Gillum, G., Casanova, C. (2008). *Blueprint for success: Proven strategies for survival*. Sevierville, TN: Insight Publishing.

RESEARCH

- *The lived experiences of executive coaches*: A phenomenological study exploring the lived experiences of 20 executive coaching practitioners' practices and coaching philosophies.

Knowledge Area Papers

- *Executive coaching as a leadership development strategy*: A paper demonstrating the effectiveness of executive coaching for developing leadership capacity.
- *The impact of telework on organizational productivity, innovation, and managerial actions*: A paper examining how telework affects productivity within the organizational setting.
- *The relationship between leadership effectiveness and organizational learning in contemporary organizations*: A paper exploring leadership styles and whether specific styles positively influence or inhibit learning within an organization.
- economy.