

# Jean Marshman

## Executive Coach



**VERITY**  
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### Professional History

Since 2007, Jean has delivered professional leadership coaching, team coaching and facilitation to many North American organizations, in both the profit and nonprofit sectors. Her work reflects a variety of rich perspectives – from start-ups to well established enterprises and from improving results on the shop floor to enhancing performance within the executive suite.

Working with companies such as Mother Parkers; Unilever; Ontario Securities Commission; Aviva Insurance; Michael Kors; and BP, she has helped leaders achieve higher levels of personal and professional success

Jean began her career in Human Resources where she gained extensive experience in Employee Relations, Change Management and Leadership Development. As a strategic partner to leaders of high growth organizations, she provided counsel to the executive team and developed HR initiatives to drive business results and organizational success.

### Education & Experience

Jean is a graduate of Adler International Learning and holds the designations of PCC (from the International Coach Federation) and Presence-Based® Coach. She is also a certified Emotional Intelligence Practitioner and CoachingOurselves Practitioner. Jean also has a Bachelor of Arts degree from the University of Toronto.

### Coaching Approach

Verity specializes in leadership development coaching, applying an approach that identifies and builds upon people's strengths, rather than concentrating on "fixing weaknesses". We focus on the key leadership competencies and performance necessary for success within the organizational context. It is our belief that executives are often best coached by those with relevant executive experience, in addition to professional training in executive coaching techniques.

Our coaching approach is based on personal and collective (organizational) aspirations, goals and performance measures, where the coachee is responsible for his/her own learning and the coach is a resource and advisor.



### Level / Function Expertise

- Mid-Managers
- Senior Managers
- High Potentials
- Executives
- C-Suite

### Coaching Focus

- Developmental Coaching
- Transitioning Coaching
- Team Coaching
- Leadership Effectiveness
- Strategic thinking
- Influence and power
- Skills Based
- Coaching direct reports
- Relationship management
- Remedial/Rerailing

### Industry & Sector Knowledge

- Consumer Products
- Manufacturing
- Business Services
- Government & Public Sector
- Manufacturing
- Media & Entertainment
- Oil & Gas
- Professional Services
- Retail & Consumer Products
- Transportation

### Coaching Credentials

- CoachingOurselves
- PCC