

## NICHOLAS BAUMAN, MCC

Nicholas Bauman works with executives and organizations to facilitate greater clarity and growth in the areas of people, strategy, and performance. Nicholas has extensive experience in coaching senior executives in various industries and organizations, including Automotive, Energy, Information Technology, Telecommunications, Construction, Aerospace/Defense, Manufacturing, Real-Estate, Education, Banking, Finance, Insurance, Media, Pharmaceutical, Food, Legal, Mining, NGO, and various Government agencies.

His early career focused on the behavior sciences, working with an executive development center, university teaching, and a private practice supported by psychoanalytic training. Later Nicholas became President of an international trading company and was a principal director for an agricultural services company and a construction company. Born and raised abroad, Nicholas is fully bilingual [English/Spanish] and bicultural, and has worked in most Hispanic countries, as well as in Europe and the APEC region.

Currently he is the principal of Nicholas Bauman & Associates, Inc. located in the Washington DC area. Additionally, he partners with several leading consulting organizations working primarily in the area of leadership development and high-potential coaching, strategic planning, and organizational transformation.

### Client Results:

- Coached Faculty Chairman of major Washington DC based university seeking support to better manage tenured staff noncompliant with agreements and conflictive at faculty meetings. Helped client identify personal blind spots leading to more effective communication strategies and greater appreciation for diversity on faculty team, resulting in a more collaborative and effective collegiate environment.
- Worked with President and CEO of defense related enterprise. Helped client generated a strategic plan with leadership team clarifying the mission and vision of company, critical developmental tasks, mapping measureable business objectives, and identifying personnel challenges to accomplish goals.
- Coached Division Director at leading government oversight agency for funding non-medical science and engineering research. Issues in coaching engagement included: 'managing up' a workaholic boss; negotiating with union to remove toxic employee; presentations skills; better understanding of audiences for White House and Congress communication; selection of direct reports; work/life balance and self-management; and clarity of career goals.
- Coached the General Counsel of a large telecommunications company through an M&A process. Outcome was a greater transparency of transition process, establishing an equitable process, and a more intentional leadership capacity.



### Areas of Expertise

Leadership Acuity & Talent Development  
Organizational Development & Change Management  
Strategic Clarity, Team Building, & Transition Resiliency  
Conflict Management and Mediation

### Industry & Sector Experience

Automotive, Energy, Information Technology, Telecommunications, Construction, Aerospace/Defense, Manufacturing, Real-Estate, Education, Banking, Finance, Insurance, Media, Pharmaceutical, Food, Legal, Mining, NGO, and various Government agencies

### Professional/Corporate Experience:

President, Nicholas Bauman & Associates.  
President, Bvenca S.A.  
President, Sematec de Venezuela C.A.  
Adjunct Professor - Universidad Metropolitana, Regent University.

### Certifications

Master Certified Coach (MCC)  
International Coach Federation  
Voices 360 Feedback Instrument,  
Lominger International: A Korn/Ferry Company  
Professional Behavior Analyst, Target Training International  
Clark-Wilson Task Cycle 360 Survey, The Booth Company  
Cultural Transformation Consultant, Barrett Values Centre  
Professional Values Analyst, Target Training International

### Education

M.B.A., Johns Hopkins University  
M.Div., Chicago Theological Seminary, University of Chicago  
M.S., John Hopkins University