

Adam Smith MBA OD- PCC

Adam Smith is a leadership coach and organization development consultant providing executive coaching and leadership development services to individuals, corporations, the federal government, and private and nonprofit organizations. Adam applies more than 25 years of experience in business and nonprofit consulting and the perspectives of leadership, organization behavior, applied psychology, management and organization theory, adult development, neuroscience, complexity research, and other disciplines to helping develop current and emerging leaders and building leadership capacity within organizations. Adam regularly consults with organization clients on such topics as developing leaders and leadership teams, strategy, evolving new organization structures, change and process transformation, talent, executive recruitment and succession planning. Adam also designs and facilitates team coaching and training retreats for client organizations. Recent team coaching and facilitation work has included action learning, problem-solving and decision-making, high performing teams, adult development, and innovation and creativity.

In addition to his work with ASC, LLC, Adam is active with the International Coach Federation, serves as an Alumni Mentor with Georgetown University's Leadership Coaching Certificate Program in the Institute for Transformational Leadership, and has served as Associate Faculty to MBA students in programs on leadership with the Carey Business School of Johns Hopkins University. He is a member of the Organization Development Network, and serves as the Vice Chair and Secretary to the World Institute for Action Learning USA.

Focus:

- Coaching C-level executives managing large, complex businesses and nonprofit institutions
- Coaching, education, training and facilitation with senior leadership teams
- Coaching high potential managers and executives moving into greater leadership roles
- Coaching Specialization: Leadership, Executive, Board of Directors, Development, Performance, High Potential, New Leader/Onboarding, Transition, Succession, Targeted Behavioral, Career, Shadow, and Founder/Legacy
- Board assessment and development
- Talent, executive recruitment and succession planning
- Organization assessment and design
- Strategy
- Change and process transformation
- Education and facilitation in leadership, team performance, and adult development

Education, Training And Certification

Adam received his Master of Business Administration in Organization Development from Johns Hopkins University and has completed graduate studies in Industrial/Organizational Psychology at George Mason University. He is a graduate of the Georgetown University Leadership Coaching Program and is certified (PCC) with the International Coach Federation. He has completed certification training in Action Learning through the World Institute for Action Learning (WIAL) under Dr. Michael Marquardt, and is a Certified Action Learning Coach (CALC).



Areas of Expertise

Executive Coaching
Action Learning
Career Coaching
Leadership Development
Shadow Coaching
High Potential Coaching
Transition Coaching
Targeted Behavioral Coaching

Industry & Sector Experience

Private Sector
Federal Government
Non Profit Organizations

Functional Experience

Coaching/Leadership Development
Action Learning
Executive Coaching
Career Coaching

Certifications

Professional Certified Coach (PCC)
International Coach Federation (ICF)
Action Learning through WIAL under
Dr. Michael Marquardt
Certified Action Learning Coach
(CALC)
Leadership Circle 360 Instrument to
administer Certified
Hogan Assessment Certified (HPI),
(HDS), and (MVPI) Certified

Education

MBA- Master of Business
Administration in Organization
Development- JOHNS HOPKINS
UNIVERSITY 2009-12
Industrial/Organizational Psychology at
George Mason University. 92-98
University of Mary Washington
B.A., English Literature 1984-88