

Dr. Carl C. Jefferson, Ph.D. PCC

Strategist, consultant, coach and advisor to Corporate Executives, Board of Directors, US Presidential Appointees, and members of the Senior Executive Service with 20 years of experience using performance-leadership consulting to support leaders in executing Leadership and Change Management Training, Employee Engagement Analysis and Program Management Solutions. A systems thinker with a hands-on approach to diagnosing performance shortfalls and then designing and delivering solutions to close gaps

A frequent speaker and consultant on topics that include: Corporate Board Diversity, Talent Acquisition, Performance Management vs. Performance Leadership, Talent Optimization, Leader Development, Engagement, and Change and Transition Management.

The key competencies include:

- Competency Modeling / Personality Assessments
- Board of Director Service / Corporate Governance
- SES, CEO & Emerging Leaders Coaching
- Engagement Surveys / Culture Enhancement
- Talent Management / Staffing / Succession Planning
- Training and Performance Improvement
- Diversity Management / 360 Feedbacks
- Staff and Leader Development Planning

Highlights of Personal Attributes

- Entrepreneurial, performance motivated, conceptually strong advisor
- Curious, self-aware, deal closer known for personal accountability
- Superior interpersonal skills with a knack for establishing immediate credibility with all levels—frontline employees to executive leaders

The Performance Principle, LLC

Principle & Chief Consulting Officer

The Performance Principles, LLC (TPP) helps organizations transform themselves by expanding the capacity of their leaders, teams and organizational infrastructure. We provide performance management consulting and talent optimization solutions to enterprises seeking to improve their people's capabilities.

Some of the core practice areas:

- Performance Management Consulting
- Leadership & Executive Development
- Executive Coaching
- Team Synergy and Development



Areas of Expertise

Executive Coaching
Leadership & Executive Development
Performance Management
Team Synergy
Staff & Leader Development
Change Management
Talent Optimization

Industry & Sector Experience

Private Sector
Government Sector
Federal Government

Functional Experience

Executive Coaching
Leadership Coaching
Myer Briggs Type Indicator (MBTI)
360 Feedback

Certifications

PCC (Professional Certified Coach)
International Coaching Federation
Myer Briggs Type Indicator (MBTI)
OKA (Otto Kroeger Associates)

Education

Ph.D., Organizational Leadership, 2014
University of Maryland Eastern Shore
MBA, General Management, 2002
MS, Organization Development & HR
Management, 2000
Johns Hopkins University
BA, Psychology, 1993
University of Baltimore