

Eric de Nijs, Ed.D. PCC

Eric de Nijs brings over 25 years of international experience in leadership coaching and development, process improvement, and organizational development. He helps his clients develop the leadership and change management strategies required to bridge the business case for change with the employee case for change.

Eric is a co-program director and instructor for the Georgetown University Leadership Program. He has written the book, *Playing in a Bigger Space* and is a contributing author to *On Becoming a Leadership Coach*. Eric holds a Doctorate in Human Resource Development and is a Certified Professional Coach with the International Coaching Federation. Eric is certified in a variety of individual and organizational assessment tools.

Dr. de Nijs is designated as a Certified Professional Coach by the International Coach Federation. He has over 15 years of coaching experience in the private sector involving leaders at all levels from CEO's to first line supervisors and select individual contributors. He also has ten years of experience coaching federal employees at all levels of government including SES and Inspector Generals. Eric has coached individuals and small groups and has also facilitated teams.

Eric is certified to use several 360 assessments include The Leadership Circle, The Center for Creative Leadership Assessment, The Work Place Big 5, and The Leadership Challenge among others. Eric values the 360 exercise and uses the assessments as a part of his own practice on a regular basis.

Professional Experience

Newport News Shipping – Coached senior leaders of a 3.5 billion dollar company for strengthening individual leadership presence, creating greater employee engagement and developing emerging leaders.

Major Healthcare System – Helped C-Suite, hospital leaders, and employees at all levels engage in skill building and culture change required to address patient satisfaction.

Fortune 200 Company - Consulted with three executives to help them manage through organizational restructuring involving two site closures and one major outsourcing initiative. The executives and their staffs managed the change process smoothly. Eric then assisted the executives through career changes that aligned and leveraged their strengths.

Recovery and Transparency Board – Provided individual and group coaching for key leaders in one of the governments most visible programs for providing oversight of Stimulus Funds totaling over \$787 billion dollars. Facilitated training in a variety of leadership development concepts and behaviors

Department of Interior/Office of Inspector General – Provided coaching and training for individuals and teams

Also conducted strategic planning sessions for a newly formed group who provided key oversight for managing royalties

Arlington County Government – Delivered team and leadership training for county personnel



Areas of Expertise

- Executive Coaching
- Organizational Development
- Leadership Development
- Management Consulting
- 360 Assessments

Industry & Sector Experience

- Private Sector
- Government Sector

Functional Experience

- Coaching/Leadership Development
- Executive Coaching
- Team Coaching

Certifications

- Professional Certified Coach (PCC) International Coaching Federation (ICF)
- Certificate, Georgetown University Leadership Coaching Program
- Certificate, Corporate Coach University
- Certificate, Coaching Clinic
- Certified, the Leadership Circle
- Certified, Work Place Big 5 Leadership Assessment
- Certified, Culture Orientation Inventory

Education

- Doctor of Education, Human Resource Development, Western Michigan University
- Master of Arts, College Student Personnel, Bowling Green State University
- Master of Arts, Counseling, Bowling Green State University
- Bachelor of Arts, Psychology, Calvin College