

Plum Cluverius, MA/ABS, PCC

Plum is a catalyst for creative change in her clients and their organizations as an executive coach, facilitator and consultant. With each engagement, her goal is to optimize her clients' singular combination of talent and experience and to help them achieve results they thought were impossible— a promotion, a culture change, more motivated employees, greater influence, or resolution of a difficult conflict.

Coaching & Consulting Experience:

With experience coaching and consulting in a wide variety of organizations--Fortune 500 companies, small and mid-sized businesses, local, state and federal government, non-profits and universities, Plum appreciates the commonalities and the unique culture of each client organization. Serving on the adjunct faculty of the Federal Executive Institute and the Robins School of Business at the University of Richmond has deepened her understanding of the leadership challenges in each world.

Plum found her calling in leadership development early in her career and has been a practitioner ever since. While working as an organization development consultant at Anthem Blue Cross Blue Shield (then Trigon), Plum co-designed and led an intensive leadership development program for high potentials, created an outplacement training and coaching program for non-exempt employees and initiated Trigon's diversity initiative. She also was a trainer/consultant for the Commonwealth of Virginia's Department of Human Resource Management where she co-designed and facilitated the Commonwealth Management Institute for its first five years

Specialties:

Coaching:

Leadership, career and personal transition, conflict and time management.

Facilitation:

Working with teams, boards or large groups to improve team performance or envision new direction

Organization Development:

Facilitating change and transition, strategic visioning and leadership team development.

Training:

Customized training on change & transition, communication, conflict, coaching, emotional intelligence, management, resilience, time management, transformational leadership

Plum has assumed leadership roles in several professional organizations.

She is a past president of the International Coach Federation Greater Richmond chapter and the Association for Psychological Type's Richmond chapter.

She was honored by APTI with a New Chapter Leader award in 2005. In 2010, she was named the National Association of Women Business Owners (NAWBO) Richmond Chapter "Women of Enterprising Excellence NAWBO Member of the Year" with colleague Ann Deaton for initiating and facilitating an executive dialogue program.



Areas of Expertise

Executive Coaching
Leadership
Life Coaching

Industry & Sector Experience

Fortune 500 Companies
Federal Government
Small & Mid-size Business
Non-Profit Organization
Universities
Health Care

Functional Experience

Executive Coaching
Leadership Coaching
Life Coaching

Certifications

Professional Certified Coach (PCC)
International Coach Fédération (ICF)
Coaching certificate from the Newfield Network
MBTI Steps I & II
Leadership Circle 360 assessment
Conflict Dynamics Profile.

Education

MA/ABS degree from Whitworth College
BS from Virginia Tech