

Renee A. Brotman, MSOD, PCC

Renee, President and CEO of Kaleidoscope Associates, has a diverse background focused on organization development, leadership coaching, training, and meeting facilitation. She has a reputation for maximizing organizational performance through strengthening working relationships, building leadership talent, executing learning events, managing culture shifts, and collaborating on effective meeting management.

In the public sector, Renee has worked with many different Federal Agencies. Examples include:

- Food and Drug Administration
- Internal Revenue Service
- Treasury Executive Institute
- National Institutes of Health
- Animal and Plant Inspection Service
- Bureau of Land Management
- National Geospatial Intelligence Agency
- Millennium Challenge Corporation

Throughout her career she worked in various human resource positions. Her passion was always about developing others; especially current and future leaders. This led to her interest and professional focus on leadership development and coaching.

Kaleidoscope Associates

Under the Kaleidoscope Associates umbrella, Renee has continued to work with both public and private sector organizations. She partners with her clients to develop individual or organizational goals. Together, they identify individual behavioral changes, implement strategic planning, develop new training initiatives, design continued leadership development initiatives and provide enhanced human resource support for leaders.

Professional Experience

- Delivered over 1,500 hours of coaching to individuals and/or groups and for leaders at all levels.
- Deliver mentor coaching to coaches seeking coach certification.
- Provide mentor coaching to coaching students at Georgetown University's Executive Coaching Program and individual mentor coaching clients.
- Created and served as principle advisor on external coaching program to expand leadership coaching services within an organization. Personally matched coach and coaches.
- Designed workshops to augment coaching on personality preferences, emotional intelligence, and mentoring/coaching for performance.

Renee earned her Master's degree in Organization Development from American University and her coaching certificate from Georgetown University in Washington, D.C.



Areas of Expertise

Executive & Leadership Coaching
Adult Learning
Organizational Development and Change

Industry & Sector Experience

Public Sector
Private Sector

Functional Experience

Coaching/Leadership Development
Adult Learning Events
Strategic Planning

Certifications

International Coach Federation
(Professional Certified Coach) – VP
Communications, ICF Phoenix Chapter
Certificate, Mentor Coach Program -
2014
Certificate, Sherpa Coaching
Certificate, Executive Coaching,
Georgetown University
Leadership Circle, Skill Scope – other
360 multi-rater assessment
Instruments
Bar-On Emotional Intelligence
Assessment
Myers Briggs Type Indicator
FIRO-B
Thomas Kilman Conflict Style
DiSC

Education

MS (with distinction), Human Resource
Development (now called OD),
American University
BA (magna cum laude), Business
Management, University of District of
Columbia
AA, Dental Hygiene, Allegany
Community College