

DP Waldman, PCC, BCC

DP Waldman specializes in business and organizational coaching - drawing on fourteen years of professional coaching experience and a background in business management, marketing and personal development - to help leaders and managers improve inter-personal relationships, develop executive presence and increase emotional intelligence. He works effectively across cultures and industries, and has delivered over 3,500 hours of professional coaching.



From over 30 years' experience in business management, marketing and coaching, DP combines a well-grounded business sense with intuition and insight, and challenges his clients to develop themselves as leaders and role models. Among his clients and colleagues he has earned a reputation as an exceptionally insightful, wise and compassionate coach.

DP attended UC Santa Barbara and UC Santa Cruz. He is credentialed both as a Professional Certified Coach by the International Coach Federation (ICF) and Board Certified Coach by the Center for Credentialing and Education. His niche is in helping leaders and managers to improve interpersonal effectiveness in the workplace, by helping them to better understand themselves, the differences between people and how to make adjustments for greater impact. He supports clients in dealing with the recurrence of difficult patterns that get in the way of clear communication, managing effectively and overall business performance.

DP has worked both in the US and internationally in the following industries: Publishing, Transportation, High Tech, Telecom, Healthcare, Professional Sales, Entertainment, Real Estate, Energy, Foods, Hospitality and Retail.

Key Highlights:

As a Coach, DP is credited with supporting:

- A newly appointed COO of a \$200 MM publisher in her onboarding transition, which included a sizable restructuring of the company's geographically dispersed senior leadership team. Mr. Waldman also worked with each member of her senior team during and after the restructuring. He also coached one of her key departmental teams into increased functionality, by working both individually and collectively with members of that team.

- The CIO of a Fortune 500 company to increased confidence, executive presence, inter-personal effectiveness, and presentation skills. The executive was promoted from VP to SVP during the time of the coaching relationship.
- An Operations Manager for logistics for a leading national retailer who had received 360 feedback regarding potential career-derailing behaviors. As a result of behavioral changes he made while being coached by Mr. Waldman, he was promoted to Director of his own facility. Mr. Waldman worked with him again during the first year in his new role.

Companies I've Worked With (and Years With Each Company):

- Lockwood Technical, Inc.: District Manager, 1978-1980
- Utsava Meditation and Retreat Center: General Manager, 1983-1984
- The Legal Services Corporation: Paralegal, 1984-1985
- Spring Hill Music: General Manager, 1987-1995
- The Ken Blanchard Companies: Executive Coach, 2008 - Present

Coaching-related engagements within the following:

- AES 2012 -Present
- American Red Cross 2011
- Bob Evans Farms 2009-2010
- British Telecom 2004-2006
- Denver Newspaper Agency 2004
- Hay House 2011-2012
- Host Hotels & Resorts 2008-2012
- Int'l. Game Technology (IGT) 2005
- Leading Nat'l. Dept. Store Chain 2010-Present
- Liberty IT 2012-Present
- Nat'l. Basketball Assoc. (NBA) 2009-2010
- Network Rail 2006-2009
- Operation Homefront 2009
- Numerous small businesses 1999-Present

Geographies I've Worked In:

- United States
- UK
- Poland
- China

Leader Positions I've Coached:

Middle Management, Director, VP, Sr. VP, and C-Suite Executives

Business/Talent Challenges I've Helped Leaders Solve:

- Increase inter-personal effectiveness
- Develop executive presence
- Strengthen presentation skills
- Effective leadership
- Manage potential career “derailers”
- On-boarding
- Performance Management
- Coaching and developing Others
- Increase strategic thinking abilities and approach
- Develop situational leadership skills
- Integrate into company culture (new hires)
- Time management
- Effective delegation and empowerment skills.
- Increase Emotional Intelligence
- Improve performance of dysfunctional teams

Leadership Experience:

DP served on the faculty of two European leadership development firms specializing in coach training for leaders and managers, where he assisted in the launch of an ICF-accredited Coaching for Leadership coach training Certification Program (ACTP) within a large global organization. He facilitated Coaching for Leadership learning groups for over 1,000 senior leaders and managers, and conducted more than 300 live Coaching Supervision sessions. He trained both internal staff and external consultants in facilitation and supervision.

Selected Assessments:

Certified Myers-Briggs Type Indicator (MBTI); DiSC; Social Styles (Tracom); Pearson-Marr Archetype Indicator (PMAI).

Memberships:

DP is currently a member of the San Diego Professional Coaches Alliance (SDPCA), the San Diego chapter of the Association for Psychological Type (SANDAPT), and the American Society for Training and Development San Diego (ASTD).