

Richard Hancock, MA, GPCC Coactive Colleague

Richard is an experienced organizational consultant specializing in the areas of leadership coaching, team and board development, and conflict management. His work builds on the skills of emotional intelligence, with an emphasis on helping leaders work with resistance. An enthusiastic speaker, Richard has presented workshops at national conferences on the subjects of communication styles, emotional intelligence and principles of leadership.



Richard's coaches by recognizing that change cannot be forced. Coaching can, however, create the conditions that facilitate awareness, which includes examining both the forces for change and the forces for sameness. These conditions include assisting the client in developing more knowledge about him/herself, heightening awareness of the original function of the 'old' behavior and how it may no longer serve its original purpose, then supporting the client to experiment with new behavior based on this knowledge.

Experience

Richard is a sought after executive coach and veteran group facilitator. Recent accomplishments include

- ☎ Coaching key management of a Financial Institution in leadership skills for success in an entrepreneurial work environment
- ☎ Coaching executives from numerous industries in interpersonal skills required for transiting from managing to leadership effectively
- ☎ Coaching senior leadership within a large University Foundation in emotional intelligence skills. This work resolved performance limiting inter-personal and inter-departmental conflicts
- ☎ Creating the first-ever strategic plan for a Federal Agency
- ☎ Establishing self-managing teams for a National Corporation
- ☎ Identifying obstacles to communication by designing and facilitating working sessions with senior management and staff of a major Not-for-Profit. This work led to increased trust, teamwork and greater productivity

Education & Appointments

Richard holds an undergraduate degree (B.M.) from the University of Tennessee at Knoxville, and a graduate degree (M.A.) from the University of North Carolina at Chapel Hill. He also holds a professional coaching certification, the GPCC, from the Gestalt Institute of Cleveland. Postgraduate work includes both organizational and clinical training at both the Gestalt Institute of Cleveland and the Gestalt International Study Center. Rick holds a Certificate in Organizational Development and Change Leadership from Georgetown University.

Richard is a faculty member of the Gestalt Institute of Cleveland, an institution devoted to the innovative application of Gestalt theory and methodology to professional and personal growth.