SOPHIA ASSOCIATES
Awakening Leadership Within

Sharon Keys Seal, P.C.C.
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Major Areas of Expertise:

- Coach to Non-Profit Executives
- Small business coaching
- New managers needing support and management skill development

Before coaching was accepted as an essential development tool in the corporate arena, Sharon recognized the value of tapping the innate wisdom, courage, and humanity of high potential employees. For over fourteen years, she has steadfastly held to her mission of helping clients discover, understand and leverage their talents. Her intention is to encourage them to effectively bring their authentic selves into their work in ways that their contributions are evident, understood and appreciated. By integrating relevant tools and models into their conversations, Sharon helps clients see themselves and their work in powerful new ways, while illuminating potential areas for enhanced performance and guiding professional development.

Sharon possesses an innate ability to establish trust and rapport, which is the foundation for her work in executive coaching, group facilitation, communication skills, team building, and leadership development. She brings the highest level of integrity to her relationships and work. Her humor and sense of fun make it easy for her clients to invest their time and energy into coaching. Current and past clients include individuals from Diamond Consultants, Brotman Financial Group, Hilton Hotels Corporation, The Hospital for Sick Children, AllyMac Mortgage Services, Catholic Charities, Fenwick Financial Group, Venable LLP, St. Joseph Medical Center, T. Rowe Price, Independent Can Company, Johns Hopkins Applied Physics Laboratory, Whole Foods Market, and Care Management Strategies, LLC.

Sharon's background includes management positions in both the corporate and non-profit arenas. She was Director of Operations for Grace Fellowship Church, where she was responsible for budget decisions, managed a 52,000 square-foot facility, and directed the personnel functions for a staff of 24 people. She acquired additional small business experience during her tenure as a business manager for an advertising and public relations agency and on the marketing team of a management consulting firm. Sharon was also a successful real estate agent who, in her first full year in the industry, was top salesperson in her office of over sixty agents.

As founder and host for three years of the Maryland Chapter of the International Coach Federation, Sharon works to promote the professional community of coaches

in Maryland. She has served as a contributing expert columnist for *Entrepreneur Magazine's* on-line publication *Entrepreneur.com*, and wrote a monthly business column for *The Urbanite Magazine* for five years. She serves as co-chair of the giving circle B'MORE Fund; is a member and past president of Resource Link; is a member and former Club President of Toastmasters; and serves on the Johns Hopkins Breast Cancer Survivor Volunteer Team. A continual learner, Sharon has a B.A. from Mary Baldwin College. She is certified in The Interaction Method of Meeting Facilitation, is a Graduate of Coach U and is a Professional Certified Coach (PCC). She completed the Organization and Relationship Systems Coaching Fundamentals program from Coach Training Institute and is also a graduate of the prestigious Georgetown University Leadership Coaching Program. Sharon is certified to deliver The Leadership Circle® 360 Profile and Culture Survey, The Myers Briggs and DISC. Sharon coaches in person primarily in the Greater Baltimore area and by telephone.

She has two fabulous sons and one adorable puppy, and enjoys kayaking, cooking, travel, and watching the wildlife on the Magothy River where she lives.

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