



Teresa Wedding Kloster, ACC

Executive Coach, Consultant, Organizational Development, Facilitator

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Major Areas of Professional Expertise

- ☞ High Potential executives and managers seeking to make a major upward shift in leadership responsibilities
- ☞ Individuals who have been in a leadership position for some years and are looking for a way to refresh their approach to leadership or shift gears
- ☞ Candidates in programs designed specifically to prepare them for leadership positions
- ☞ Mid-level managers experiencing the mid-level "squeeze" between direct-reports and demanding managers

Teresa works with a variety of organizations and individuals in areas ranging from basic interpersonal and communication skills through complex leadership and management development issues. With deep and broad experience in line management, corporate education, and leadership development, Teresa helps individuals, teams, and organizations align values, business goals, and actions required to achieve desired results.

Teresa works with all levels of management—from top-level executives to new supervisors—along with their teams to determine leadership priorities, to model and/or modify established corporate values, and to develop customized leadership strategies that establish a collaborative, congenial, creative and productive work environment. Using processes such as appreciative inquiry and open dialogue, she boosts group communication to new levels that generate creative solutions and strong buy-in to new ways of working. She also works with individual coaching clients to make breakthrough change in their work and personal lives.

With over fifteen years managerial experience at a Fortune 100 company, and over ten years experience in leadership and management development, Ms. Kloster consults, trains and coaches in both the public and private sector. She has facilitated workshops and coached leaders in various federal agencies in the Washington, D.C. area as well as across the United States.

Teresa co-authored and published *Anytime Coaching: Unleashing Employee Performance* in June 2009, a book that introduces a set of practices that enables those in leadership positions to guide the people doing the work while increasing their skills and unleashing their best thinking.

Teresa is A.C.C. (Associate Certified Coach) certified by the International Coach Federation. In addition, she holds a coaching certificate from the Georgetown University Leadership Coaching program. She is a qualified Myers-Briggs Type Indicator practitioner, and is also certified in the Bar-On Emotional Intelligence EQ-I assessment tool. Teresa provides interpretation and coaching with the 360° assessment instrument from Consulting Tools, Ltd. to help individuals make positive use of the findings. In addition, she administers the DiSC Personal Profile System, the FIRO-B, the Hay Resources Managerial Style Inventory, and the Thomas-Kilmann Conflict Instrument. She graduated with Honors from the College of William and Mary with a B. A. in English Literature and also earned a Masters of Arts in Education (M.A. Ed.) from College. Teresa is a member of the International Coach Federation, and the Society for Human Resource Management, and writes and speaks on a variety of topics including managing geographically dispersed teams, coaching, and the art of business conversation. Since 2001, clients have included a variety of private industry, federal, and educational organizations focused on management and leadership development, as well as individuals committed to building their leadership skills and effectiveness.

Education & Certifications:

- ☞ ACC Certification, The International Coach Federation, 2006.
- ☞ Georgetown University, Washington, D. C., Certificate in Leadership Coaching, 2003.
- ☞ Bar-On EQ-i qualifying workshop, 2006, Qualifying.org. (Emotional intelligence assessment instrument.)
- ☞ Myers-Briggs Type Indicator (MBTI) qualifying workshop, 2002, Otto Kroeger Associates.
- ☞ College of William and Mary, Williamsburg, VA, M.Ed., Dual Master's Degree: Education & English Literature
- ☞ College of William and Mary, Williamsburg, VA, B.A., English Literature, with Honors

Teresa lives in Arlington, Virginia, and has been singing with the local Metropolitan Chorus for over twenty years and has traveled with them to Australia, Russia, and Italy. She also enjoys other travel including river cruises on the Yangtze River in China, the Nile in Egypt, and the Amazon in Brazil.