

Hancock Leadership is an executive coaching and training firm with proven success partnering with organizations to help leaders gain the insight needed to perform beyond expectations. Our coaches work with senior level executives and managers to address underlying causes of challenging business relationships and impediments to success, resulting in lasting behavioral change. We also offer specialized training, speaking and facilitation programs to engage and motivate audiences at all levels of an organization while enhancing tactical skills. In addition, we can create customized targeted programs such as supporting women in the workplace. Our services ensure that your leaders deliver long-lasting, measurable results.

Deb Rosenbloom, Managing Director

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Deb Rosenbloom is the principal and founding member of Hancock Leadership. She has over 20 years of experience as both a business executive and in coaching senior level business leaders across an array of industries and geographies. Through this blend of experience, she easily builds trust and long-term relationships with CEOs and high potential managers facing the most sensitive and complex issues in their particular business. Her insightful and direct approach addresses client's needs quickly, working together to highlight and implement the changes necessary for the greatest individual and organizational impact.

Prior to founding Hancock Leadership, Deb was an Executive Recruiter at Russell Reynolds Associates where she led searches for and interviews of hundreds of senior leaders. Her previous roles include Management Consultant at Bain & Company in the Boston and London offices, and Intelligence Analyst for the National Security Agency (NSA).

Deb earned an MBA with distinction in strategic management from the Wharton School of Business, an MA in government affairs and a BA in mathematics and from the University of Pennsylvania. Her volunteer activities include serving as Vice Chair on the board of the non-profit Esplanade Association, and working with The Boston Public Library and the Samaritans. She is also an Adjunct Coach for the Center for Creative Leadership and a highly sought-after speaker at top-tier business schools.

Executive Coaching:

Our approach helps clients define and address even the most challenging problems facing their executives and high-potential managers. Our coaches use a proven process to effect change, build leadership skills, and achieve results.

Assess goals:

We begin by creating a safe and confidential coaching environment to ensure that diagnosis is based on an accurate foundation of information. We assess strengths, identify skill gaps and diagnose the underlying causes of any career-limiting behaviors.

Challenge and Experiment:

Next, we explore pressing challenges in the leader's immediate work environment and test new ways to solve these challenges. This practical level of engagement helps the leader experience a departure from existing patterns, experiment with new behaviors outside the comfort zone, and internalize the benefits that result from new behaviors. Our unique situation-based approach enables leaders to achieve immediate measurable improvement while creating the motivation to make more permanent behavioral changes.

Measure and Support:

Finally, we support the development and maintenance of these new behaviors through structured one-on-one coaching. Progress is measured and tracked against objectives and adjustments are made to maintain momentum and achieve lasting results for the individual and for the organization.

Through this program, even the most skeptical leaders can improve their ability to:

- Manage teams and projects effectively
- Inspire loyal and committed team members
- Delegate using situational leadership
- Listen and empathize, work more harmoniously with others
- Assert appropriately to expand influence
- Build trust-based relationships with clients, customers and business partners
- Handle difficult relationships and engage in necessary conflict
- Make and implement difficult decisions when required
- Find balance in the workplace while maintaining high quality standards

Training/Facilitation:

Hancock Leadership's customized offerings generate tangible results. Our interactive seminars engage participants in dialog and exercises where they gain insight, build confidence and learn new skills they can immediately apply in the workplace. We can also create customized offerings, accounting for specific client needs, audience levels, organizational culture and learning styles.

Our most requested sessions include:

- Strengthening Trust-Based Relationships with Clients
- Executive Presence – Inspiring Trust & Confidence
- Expanding Your Influence Skills
- High-Impact Feedback: Delivering Tough Messages
- Increasing Collaboration: Listening & Asserting Skills
- Managing Conflict & Dealing with Difficult Personalities
- Building Effective Relationships with Superiors
- Essential Leadership Skills for Women
- Making the Transition from Manager to Leader
- Mastering the Art of Inspirational Leadership
- Networking for Success
- Building a Personal Brand/Perfecting Your Pitch
- Successful Mentoring Programs

Our Clients:

Our clients span a wide array of industries including preeminent professional services, financial services, private equity, life sciences, technology and non-profit organizations. Our success exceeding expectations and delivering results enables us to build long-term working relationships with our clients. Due to confidentiality, only a portion of clients is represented here:

- Bain & Company
- The Bridgespan Group
- Executive Goldman Sachs
- Harvard Business School
- HP
- McKinsey & Company
- Merial
- MIT Sloan School of Management
- Moody, Famiglietti & Andronico
- Time Warner Cable
- Warburg Pincus
- Wharton School of Business