

Beth Beam, MSW, LICSW

MY BELIEF

For over 16 years, I have worked as an executive coach, organizational consultant and therapist. It is my belief that people develop and change in positive ways when they are supported and challenged in an environment of respect and trust. The foundation of my work is a powerful belief in each individual's capacity to embrace challenge, thrive from the pursuit of insightful self-exploration and, in so doing, achieve exceptional outcomes.



MY APPROACH

I work with leaders to create talent assessments and processes that identify and develop high-potential talent, and build the foundation for strategic succession planning. I create and facilitate results-driven leadership development programs that integrate 360-degree assessment and feedback, experiential and action learning. I coach executives, senior and mid-level managers to enhance their effectiveness and performance. I also design and lead organization initiatives to facilitate team effectiveness, and communication, supporting the long-term needs of change management and staff engagement.

AREAS OF EXPERTISE/RESULTS

- Talent assessment and identification
- Strategic succession planning
- Results-driven leadership development
- Leadership coaching
- Leading through transitions/change management
- Building and sustaining effective teams
- Conflict management and resolution
- Retreat design and facilitation

EXPERIENCE / SELECTED PROJECTS

- Strategic thinking, planning and implementation: Design and implement leadership development and succession management strategic plan for high potential physician and non-physician leaders. Consult with business units to develop and implement strategies to enhance achievement of business results and improve performance.
- Leadership development and organizational development: Plan and implement leadership and/or management development interventions that include didactic, experiential and action learning tied directly to the achievement of desired business outcomes. Conduct assessments, complete analysis, provide feedback and support the creation of development strategies to enhance and align business outcomes.
- Senior Leadership Partnership: Provide coaching and consultation to leaders and managers to enhance leadership effectiveness, to complete strategic talent management/review and enhance team effectiveness/employee engagement.

CREDENTIALS

- Master's of Social Work, State University of New York at Stony Brook
- Certified to deliver of Myers-Briggs Type Indicator (MBTI) and a range of personality and 360-degree assessment tools

SELECTED CLIENTS

- Group Health
- Seattle University
- Snohomish Health District
- Veteran's Administration
- New York State AIDS Institute
- Microsoft

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.