



MARSHALL CALMAN

COACH / FACILITATOR

Marshall's executive and leadership coaching is informed by over 13 years as a global Fortune 500 senior executive and spending the last 15 years coaching top leaders from Fortune 500 organizations to fast moving sophisticated start-ups.

Marshall helps his clients to greater success by focusing on their specific opportunities; he concentrates his coaching in these areas:

- **Executive and Leadership Presence:** (aligning intent with impact, self-awareness, insights into perceptions and mindset changes for better results, powerfully tapping into passion, fully leveraging strengths)
- **Style Adaptability:** (building followership, stronger people connections, inspiring team members and stakeholders, reducing miscommunication)
- **Strategic Execution:** (influence, strategic clarity, driving accountability, leading up, down and across, effective delegation)
- **Emotional Intelligence:** (improving - relationships, communication skills, interpersonal connection)
- **Team Coaching:** (alignment, cohesiveness, collaboration, proactive mindset for improved team engagement driving massive results)
- **Behavioral Coaching:** (improve a skill, change a challenging behavior, increase leadership capacity)

Marshall's passion is taking his practical corporate business background as an executive dealing with the complex challenges of running a successful global business and expertly combining this with leadership experience as an executive coach to optimize each client's coaching results. Marshall stands for the success of every client with whom he works.

Representative clients and accomplishments include:

- VP at Microsoft IT Solutions Group– Executive presence, increase people connection, influence
- VP at Yahoo! (now Oath) – Software development leadership including effective delegation (getting out of the weeds), becoming more strategic and aligning department goals with organizational business priorities
- Chief Technology Officer at Liquidnet (Inc. 500 growth company) – Software organization vision and culture, strategy maps, strategic planning, leadership for product roadmap, leading technical leaders, developing a high-performance team
- President and Worldwide Chief Creative Officer (CCO) Grey Group/WPP – Organizational leadership presence, and performance culture development
- Technology Solutions VP at NEX (formally ICAP, EBS BrokerTec) – moving from tactical involvement in everything, to focusing on strategic actions and strategic leadership, shifting focus and energy to longer term and more impactful leadership priorities

Marshall holds two undergraduate degrees in Electrical Engineering and Computer Engineering as well as an MBA in Marketing. He is a certified; executive coach, master certified coach trainer (MCCT). Marshall is member of the International Coach Federation and PCC (Professional Certified Coach). He is certified in assessment instruments such as; DiSC, TalentSmart EQ, Profiles International psychometric leadership assessments, and CheckPoint 360. He also uses other assessments such as Hogan and interview based 360-degree feedback.

CLIENT TESTIMONIALS

I was very lucky to meet Marshall through an executive coaching program. What makes Marshall an exceptional coach is his ability to get you to open up and really think honestly about your goals, identify what you need to do to achieve those goals and to execute on the changes.

— John Viele, Chief Procurement Officer, Horizon Blue Cross Blue Shield NJ

Working with Marshall helped me plan out my career within the financial services industry. Marshall's deep knowledge of the industry space and thoughtful guidance made him a perfect coach for me.

— Andy Bria, Chief Operating Officer, LiquidityEdge

Marshall was able to provide extremely insightful, productive and valuable coaching to our team; both as individuals, and in the context of our team. I would recommend him without hesitation to anyone looking for team coaching.

— Executive, at Liquidnet

CLIENT LIST

