



## SHANNON MCGHEE

COACH / FACILITATOR

Shannon McGhee is an executive leadership coach, training facilitator and HR consultant, bringing over 20 years of extensive experience working with leaders at all levels from high-potential emerging leaders to the C-Suite. She has worked across a broad range of industries including high-tech, film and visual effects, video game development, finance, marketing and sales, defense, aerospace and manufacturing. She is dedicated to working with leaders to develop the best version of themselves so that they can inspire and bring out the best in their teams. Her coaching style is honest, insightful, positive and results-focused.

Shannon's professional experience in executive leadership roles brings credibility to her work as a coach. She understands first-hand the unique challenges and opportunities that come with leading today's fast-paced high-technology workforce. Because of this, she has the unique ability to coach leaders through replacing ineffective habits and approaches with new tools and techniques that get traction in the "real-world." Clients appreciate her most for her ability to blend a rich and substantive process with a friendly open working style and sense of humor.

Her facilitation and coaching philosophy includes the following:

- Commitment to her client's goals and privacy
- Identification and leveraging of leaders' hallmark strengths
- Delivering and processing balanced feedback with transparency and compassion
- Targeted development efforts in the most impactful areas
- Judgment-free discussions
- A thought-provoking process that challenges assumptions and reframes the leadership mindset

- Applying insights and new tools to real-world challenges resulting in a more powerful leadership impact

Shannon has expertise coaching in the following areas:

- Communication & Leadership Presence
- Time & Focus Management
- Delegating & Engaging Others
- Empowerment & Accountability
- Giving Feedback that Motivates & Inspires
- Building Trust & Influence
- Team Dynamics and Culture
- Working with Different Personalities
- Emotional Intelligence
- Establishing Your Leadership Brand

Shannon has a Bachelor's degree in Psychology from California State University, Fullerton. She also has certifications in Human Resources Management and Advanced Compensation & Benefits from the University of California, San Diego. Additionally, she holds several industry recognized certifications including: Myers Briggs Type Indicator (MBTI); the DISC assessment; Lominger's Leadership Architect Competency Modeling; The Hogan assessment; Development Dimensions International (DDI) and Situational Leadership; in ASTD Instructional Design and SHRM's SPHR accreditation.

## CLIENT TESTIMONIALS

Shannon is absolutely a pleasure to work with. From the moment we jumped on a phone call to discuss the needs of my team to the last hour of a two day training. She continued to listen and only provide the help we needed. She's very knowledgeable and has strong dedication to helping your company. We will use her again and again for future team building and learning.

— Nerissa Zhang CEO, The Bright App

Shannon is one of the most charming, intelligent, intuitive, and spirited people I know. I'm delighted to have worked with her and to collaborate with her on multiple projects. During my time at Epic Games, Shannon acted as a partner to me in the pursuit of growing and cultivating leadership and leaders there. She facilitated numerous training events, developed in house training for our leads, and provided world-class executive coaching for many people. While pursuing my path in coaching, Shannon was a guiding force in supporting my journey, sharing best practices, nurturing my learning, and enabling me opportunities to grow in my way. Shannon is one in a million; she applies humor as a means to support education, and in a way that feels comfortable and warm. She quickly builds trust and is not afraid to say what needs to be said if in the interest of someone's highest and best. I am thankful for the opportunity to have worked with her!

— Heather Eck, Epic Games HR Mgr, SPHR, SHRM-SCP, Certified Authentic Leadership Coach, Associate Certified Coach

We were referred to Engaged Leadership by someone from Lucasfilm. Shannon McGee was the primary consultant on our project and I'm so glad she was. Our project involved a multinational internal client survey for the in-house IP group of a company that owns an iconic, Top 100 brand. Shannon worked very fluidly with me (the MD) to understand our company, our group and to design a survey that got at the crux issues. She then executed it efficiently and professionally. In fact, her ability to interview senior executives in an effective and approachable manner made for more useable results in those grey areas. She then helped me and my management team take the well-sifted results to moderate internal sessions that drove important management and group changes. She also spent time with me on some related coaching ideas which was invaluable. Our results were on budget, on time and her work was outstanding. I'd recommend her in a heartbeat and would use her again.

— David S. Gooder, Consulting Chief Trademark Counsel and Managing Director Chief Trademark Counsel; Jack Daniel's Properties, Inc

## CLIENT LIST

