



## **Robert Witherspoon, President Performance & Leadership Development Ltd.**

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*"My approach to working with clients is collaborative. I like partnering with active learners and their organizations because working together assures better, faster results. Besides, it's more enjoyable this way, and immensely more satisfying for everyone."*

Robert Witherspoon is a seasoned executive coach and recognized authority on executive coaching and leadership development. In 1990, he founded Performance & Leadership Development Ltd. to focus on executive coaching and organization change, after successful careers in business and consulting. As a coach to executives and their organizations, he helps clients improve their business results by developing key people.

Robert's collaboration with clients is enhanced by his 30 plus years of experience in business. His significant work experience ranges from building small business startups, to leadership roles in large organizations, and as a trusted business advisor to senior executives and outside boards. He has direct experience in dealing with organizational issues from the top of organizations on down, and has worked in the public and private sectors in both America and abroad. His own business background enables Robert to quickly understand the situations of individuals within complex organizations.

Clients describe Robert's approach to coaching as "incisive," "wonderful and challenging," and "breakthrough." He is gifted at listening first, asking searching questions, and providing constructive feedback and insights that can be readily assimilated and acted upon. Robert's coaching clients include senior executives, middle managers and professionals, as well as emerging talent, including high potentials and newly appointed leaders from organizations that include Fortune 50 companies and small, rapidly growing firms, as well as associations, institutions and government.

The success of Robert's practice is built on three strengths: his extensive business background and results orientation, his varied organizational change expertise, and his passion for helping leaders and managers to learn, to grow and to change. His primary interest is helping executives to lead more effective organizations and live better lives.

Robert's primary areas of expertise include:

- Coaching and developing executives
- Facilitating strategic retreats, problem solving sessions, and teambuilding meetings
- Planning and executing organizational change

A particular specialty is actionable feedback for busy executives, as recently featured by the *Harvard Management Update* (September 2006).

Another specialty is coaching leaders in transition – to new and bigger jobs, broader leadership roles and challenging stretch assignments. His thinking about transition coaching has been presented at the Academy of Management and published as "Coaching Leaders in Transition" in **Creative Consulting** (2004), featuring two case studies of his executive coaching engagements.

Robert is the lead author of **Four Essential Ways that Coaching Can Help Executives**, a best seller from the Center for Creative Leadership, and a contributing author to **Coaching for Leadership: How the World's Greatest Coaches Help Leaders Learn** (Jossey-Bass, 2000). He has published in professional journals, such as for the American Society for Training and Development (**Training & Development**) and the American Psychological Association (**Consulting Psychology Journal**). He has also been quoted in **Across the Board**, **Fast Company**, **Investors Business Daily**, **The Human Resources Executive**, and elsewhere.

Robert is committed to the coaching profession. He teaches leadership coaching in corporate seminars, university graduate programs and professional development institutes. His key teaching interest is how to deal with communication and conflict in organizations today.

Robert began his professional career in 1969. He earned his BA from the University of Rochester, and advanced degrees from the University of Paris and Princeton University. A lifelong learner, Robert has also completed continuing education at NTL, the Center for Creative Leadership and Georgetown University, where he holds a certificate in organization development.

Robert lives and works out of Washington, DC. He can be reached at Performance & Leadership Development, Ltd, where he leads P&L, at 1875 Eye Street, NW, Suite 500, Washington, DC 20006, telephone: (202) 429-2725. Performance & Leadership is an established practice of senior professionals. P&L offers executive coaching and organization development services to help its clients improve business results by developing the performance and leadership of their people.