

# Transformative Leadership: Dr. Magda Peck's Coaching Series

**Overview.** Magda Peck offers dynamic, skillful, and savvy 1:1 coaching for emerging and established leaders in high impact organizations, who share accountability for positively impacting the health, equity and vitality of populations and communities.

**How It Works.** Leadership Coaching kickstarts with a 30 minute complimentary session to learn about coaching, explore goals and parameters, and articulate the value-add of engaging in coaching for great leadership at this time. Coaching clients ('Coachees') co-design and commit to five (5) one hour coaching sessions as a block within an initial three-month period, or a block of 10 sessions in 6 months. Then, additional 5 – 10 session blocks continue as requested, based upon mutual agreement. Each session is initiated and scheduled by the Coachee, who is asked to complete 'pre-work' to maximize the hour-long session. After each session, the Coach follows up with a short, written synopsis of coaching highlights, including agreed upon client actions, for which the Coach will help hold the Coachee accountable. Following each block of sessions, goals, process and progress are reassessed. As additional coaching blocks are planned, the coaching design is tailored and enhanced to meet the Coachee's ongoing needs and preferences.

**Core Principles.** Magda's practice is based upon 5 core principles of effective coaching:

## **THE COACHING RELATIONSHIP IS CONSCIOUSLY DESIGNED AND SAFEGUARDS**

**CONFIDENTIALITY.** Establishing and holding confidentiality and boundaries is fundamental to a successful coaching relationship. For clients to work on significant issues, they must be able to talk freely and trust their coach.

**COACHING IS A CHANNEL FOR AWARENESS, INSIGHT AND INCREASED COMPETENCY.** The mutuality and ongoing dialogue of coaching provides a structure to consider challenges and objectives in a dynamic free of evaluation and power.

## **THE AGENDA FOR COACHING IS DEEPENING THE LEARNING AND FORWARDING THE ACTION.**

Coaching is not about solving problems or enhancing performance, although problems may be solved and performance may be enhanced. Coaches help Coachees access their own knowing and strength, even when they don't think they know or don't feel strong. Coaches ask great questions and invite discovery. Learning creates awareness, resourcefulness, perspective and possibilities. Action moves Coachees forward and animates learning. Learning and action together create results.

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### **COACHEES ARE CREATIVE, RESOURCEFUL AND RESPONSIBLE FOR THEIR OWN LEARNING.**

Transformational coaching assumes that Coachees are strong and capable, not weak or dependent. Through effective coaching, they have, or can find, the answers to their own concerns. Coachees are more resourceful, more effective, and generally more satisfied when they come up with their own answers.

**GREAT COACHES ARE CURIOUS, INTUITIVE AND CATALYTIC.** Coaches ask questions and invite insight. Coaches articulate what they observe and what they sense. Coaches trust and empower their clients to find clarity and their own solutions, encouraging and supporting them along the way. Coaches hold the client's agenda, making certain goals are clear and accountability is present.

**Coaching Faculty.** Dr. Magda Peck's experience in leadership development spans more than 30 years. Her coaching practice combines the best of co-active coaching and adaptive leadership. She trained at the Center for Creative Leadership (Strategic Leadership), and Harvard's Kennedy School (Adaptive Leadership). She is versed in methods of Strategic Collaboration (Appreciative Inquiry, World Café, Open Space Technology), co-active coaching, and an array of leadership assessment tools. Magda's coaching is grounded by her leadership experience in academe and practice. She is Senior Advisor to CityMatCH, the national organization dedicated to leadership, innovation and health equity for urban women, children and families, which she founded in 1990, and served as CEO through 2004. She is Adjunct Professor of Pediatrics and Public Health at the University of Nebraska Medical Center, where she served in an array of leadership roles in Pediatrics and Public Health from 1989 to 2012, including Vice Chair for Community Health in Pediatrics; founding MPH program director, founding director of the Great Plains Public Health Leadership Institute. She is a co-founder of Nebraska's first College of Public Health, where she served as Associate Dean for Community Engagement and Practice, through initial national accreditation. She also served as Founding Dean of the University of Wisconsin – Milwaukee Joseph J. Zilber School of Public Health, (2012-2015), where she co-led the successful start-up of Wisconsin's first graduate school of public health. MP3 Health's juicy consulting portfolio keeps her work fresh. Magda holds Masters (ScM, 1983) and Doctoral (ScD, 1986) degrees from the Harvard University (TH Chan) School of Public Health, in maternal and child health and social policy. Her contributions to public health have been widely recognized, including the *National Excellence in Public Health Award* from the Association of State and Territorial Health Officials and CDC's *Epidemiology Award for National Excellence*. She received both APHA's *Maternal and Child Health Section Young Professional Award in 1990* and the *2018 Martha May Eliot Award* for lifetime achievement.

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