



Workplace Coach Institute

Workplace Coach Institute, Inc.sm is a coaching, talent and leadership training firm dedicated to bringing a system of humanity and humanness back into the global workplace. Co-founded by [Nancy Branton, PCC](#) and [Cynthia Kivland, MCC](#), the company is dedicated to a systemic approach to develop principled leaders and coaches. Our staff is recognized as proven thought leaders, researchers and authors, with real work experience and sought after best practices that have been developed in academia, government, consulting and organizations. We believe this unique combination of psychologists, organization development professionals, licensed counselors, certified coaches and entrepreneurs bring a global, principled and innovative approach to coaching development and leadership improvement.

Professional Expertise/Services

Workplace Coach Institute, Inc.sm is composed of renowned global researchers, authors, coaches and trainers in the coaching, leadership and organizational development industry. Our goal is to bring humanity back into the workplace by developing leaders, relationships and principle systems that create a culture of innovation, optimism, empathy and profit. We believe it takes both the head and the heart to achieve leadership success and significance in the global workplace.

Our focus is to deliver global workplace solutions in the areas of leadership, social and emotional intelligence, respectful workplace, and career significance. WCI has intentionally sought out industry best consultants, authors, psychologists, coaches, publishers, and vendors who have developed and delivered services in the field- whether that is in Australia, Canada, England, boardroom, ministry or United Nations. We have acquired a distinguished advisory team to guide our mission, and keep us honest, focused and in touch with global coaching and leadership trends. Bios of WCI's Advisor team can be found at <http://workplacecoachinstitute.com/about-us/advisory-team/>.

Furthermore, we are excited about the faculty who have joined WCI, and have others who are begin interviewed. Our faculty are published, accomplished "in the trenches" professionals with expertise in emotional intelligence, leadership, toxic workplaces, team building, and branding. Review a current roster of WCI faculty at <http://workplacecoachinstitute.com/about-us/faculty/>.

Recent Assignments

- Leadership and team development using the MBTI, FIRO-B and emotional intelligence to create a culture of innovation, respect and measurable outcomes in a philanthropic environment.
- Team and professional development in a government agency (FHA) focused on creating a climate of social and emotional intelligence by understanding self and others.
- Executive coaching succession planning assignment working with a Director of a pharmaceutical company earmarked to become VP in two years.
- Leadership coaching assignment working with female director (Federal Reserve) to increase interpersonal awareness, develop and demonstrate empathy and tolerant communication skills. Assignment extended two years as organization went through a res-structuring and client was transferred to a new role that aligned with her skills.
- Team and career development programs over a year to a global market development team in a nuclear medicine company with 40% new members to enhance individual and collective team performance and ensure a high visibility product was launched on time. Success of program was extended to global firm.
- Team-building sessions using the MBTI for work groups in county government and a non-profit agency.
- Three days of onsite leadership coach training for staff at Mercedes Benz USA.

- Leadership coaching to numerous clients on people management, leadership development, emotional intelligence, and getting promoted topics in Retail, Financial, Manufacturing, Information, Nonprofit, Scientific/Technical, etc.

Education and Professional Affiliations

- M.Ed. Northern Illinois University; career and organizational development
- M.A. University of Minnesota; industrial organizational psychology
- Graduate, Institute for Life Coach Training
- Member, EMONET, global network of researchers of emotional intelligence in the workplace.
- Member, National Career Development Association.
- Member, International Coach Federation
- Member, Society of Social and Emotional Intelligence
- Member, American Psychological Association
- Member, Career Management Alliance
- Member, Society for Industrial & Organizational Psychology
- Qualified in Myers Briggs Type Indicator, FIRO-B, CPI, OPQ32, Strong Interest Inventory, Conflict Dynamics Profile, AAI 360, Page Work Behavior Inventory, LPI, Campbell Interest and Skill Inventory, Campbell-Hallam Team Development Survey
- Emotional Intelligence BarOn EQ-i® and EQ-360, Talent Smart 2.0, EISA360
- Certifications: Development Dimensions, NetSpeed Leadership, Lominger's Voices 360, PDI Profiler 360, Multidimensional Leadership Profile 360, Values Arrangement List. Golden Personality Type Profiler, DiSC, The call Vocational and Life Purpose Guide

Contact Information

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Nancy Branton, M. A., PCC, Co-founder and CEO

Nancy is passionate about coaching and inspiring current and future leaders to build meaningful careers, realize enduring success, and be principled leaders that create engaging workplaces. To do so, leaders need to focus on the following things: understand their career and life purpose, place people in the right jobs, apply principles of positive leadership and people management, train and coach staff to be successful, motivate staff to work well together, and create and maintain respectful workplaces where differences are honored and valued. She's the author of the *People Management Primer®: Coaching Leaders to Create Thriving Workplaces*.

Her 30+ year career spans human resources, leadership, talent management, career development, and coaching experience as a Human Resources Director, Assistant Director, and Human Resources Development Consultant/Coach. She is well-versed in a full range of leadership and talent management functions including learning and development, leadership development, performance management and improvement, change management, team-building, conflict resolution, work group development, career development, recruiting and staffing, and employee/labor relations.

Prior to co-founding Workplace Coach Institute, Inc. SM, she launched and served as Director, Instructor, and Mentor Coach for Leadership Coach Academy, and she co-founded and served as Director of Assessment Academy. Since 2001, she has served as President of People Potential Group® (www.peoplepotentialgroup.com) where she provides executive, leadership, people management, team, emotional and social intelligence, respectful workplace, career development, and life coaching. People are drawn to her warm, empathetic, creative, inspirational, holistic, and resourceful coaching style. She serves on the board of directors for the Career Management Alliance, is the blogging expert for the Career Thought Leaders Consortium on career assessments, and is a founding member of the Certified Leadership Coaches Consortium.

Nancy has a master's degree in industrial organizational psychology, a bachelor's degree in sociology, and graduated from the Institute of Life Coach Training. She is an ICF-accredited Professional Certified Coach and has earned numerous leadership, career and life coaching certifications: Certified Leadership & Talent Management Coach, Certified EQ Career Strategist, Certified Life Coach, Certified Career Management Coach, Credentialed Career Master, Certified Personal Brand Strategist, and Certified Job & Career Transition Coach. She is qualified and experienced in administering 100+ assessments and is regarded by many as an assessment guru.

Cynthia Kivland, Co-founder and President

With over twenty five years of accomplished experience, Cynthia is a coach, consultant and trainer for very smart people, leaders and teams including Millennials, scientists, CEO's and healthcare professionals. She is author of [*Smart2Smarter- Why Emotional and Social Connections Matter in the Global Workplace– The Seven Skills Every Smart Person Needs and Every Employer Wants*](#), along with the leadership and coaching certification program "Coaching and Leading Smart People."

With a Masters in Counseling, advanced studies in organizational psychology, along with advanced credentials as a Master Certified Counselor and Certified Leadership and Talent Management Coach, Cynthia's passion is to teach other's how to use social and emotional intelligence to make smarter career and leadership connections. Additionally, as a career development expert and author of over ten career assessment tools, Cynthia works with clients to help them define how they will be successful (best in the world) and significant (best for the world) throughout their career.

She is qualified as a Level C assessment provider, where she is an expert on the MBTI®, FIRO-B®, Strong Interest Inventory, Occupational Personality Questionnaire®, TalentSmart Emotional Intelligence tool, and various 360 leadership tools. She is certified to use both NetSpeed and Developmental Dimensions leadership programs. Additionally, Cynthia is qualified to use the Work Profiling System, a job analysis process that creates the ideal job description and then, identifies assessment tools or methods for selection and professional development.

Clients include: Siemens Nuclear Medicine, Federal Reserve Bank, American College of Healthcare Executives, Children's Health System, John S. and James L. Knight Foundation, Caremark, and Allstate. Cynthia's keynotes have been well received by medical, educational, pharmaceutical, academia and government firms.

Cynthia is a member of Emonet-L, established in 1997, a selected list of international scholars and practitioners interested in researching and applying knowledge of emotions in workplace and organizational settings.

Before founding WCI, Cynthia held positions as Director of Education for a rural hospital system, Regional Consultant for CPP, Inc. (leading provider of assessment such as the MBTI) and President of successful career and performance coaching and consulting practice. Cynthia has served her community in various leadership roles including being elected to the International Board, Association of Career Management professionals, and Field Editor of the National Career Development Association magazine, *Career Convergence*. She is on the Research team of the Human Capital Institute, and a faculty member of Lake Forest Graduate School.

[Click here to download a brochure that further details Cynthia's background.](#)