



## Why Dr. Damian Goldvarg?

NAS has received several questions about what drew us to work with Dr. Damian Goldvarg on the Leadership Coaching Training Program and we are happy to share. In reviewing coaching providers across the field, we looked at individuals, training organizations and universities who would work within our modest budget (allowing us to offer the program at an accessible price point), be flexible in terms of modifying the training to our needs and have a broad, integrated outlook. We chose Dr. Goldvarg because of his:

### 1. Fit with NAS values and objectives

Damian's work is aligned to NAS' mission, values and commitment to diversity, equity and inclusion. He understands the importance of weaving power & social structures/cultures, and diversity & inclusion (identity as individuals and as groups) into his training.

### 2. Stellar reputation, expertise and credentialing

Damian brings deep experience in running coaching training for senior leaders. He is a Master Certified Coach (the highest credential available within the ICF). By working directly with Damian, we were assured of getting a stellar trainer for the entire training rather than adjuncts.

### 3. Thought leadership in the field

He is the author of four coaching books: Coaching Competencies: Following Global Standards (2012), Mentor Coaching in Action (2013), Coaching Supervision (2017) and Professional Coaching Competencies (2018). In 2018, the International Coach Federation (ICF) acknowledged Damian as one of only six global coaches inducted into the inaugural ICF Circle of Distinction – celebrating his achievements, contributions and having made his mark on the coaching profession.

### 4. Rigorous approach

Having helped “write the book” on the ICF coaching competencies, Damian brings a robust coaching methodology based on deep practical experience and rigorous academic research. Damian's teaching is grounded by positive organizational leadership, psychology and development thinking. He also brings a holistic understanding of the role of coaching in a leader's life to include not only the traditional solution-focused coaching, but also values-driven coaching. He will teach coaching for macro-level outcomes (e.g., strategy execution and change management) as well as micro-level outcomes (e.g., improving leadership behaviors and individual employees' performance). He teaches both soft and hard skills, and his training will include coaching to support radical change management programs, as well as coaching to develop business acumen, vision and strategy.



## **5. Brings a collaborative, flexible mindset**

NAS needed a partner willing to work flexibly as we pilot and test this work to develop a bespoke program that suits the needs of the arts and culture field, whilst building on NAS' expertise of powerful cohort creation. We needed a partner who could advise us on establishing NAS' coaching business; a social enterprise that would generate income whilst being deeply impactful in the field, building and supporting a collaborative coaching community of practice that is committed to ongoing development.

## **6. Teaching style**

While based on the rigorous understanding of coaching methodology and competencies, Damian designs his programs to be highly interactive. You will learn how to coach by actively participating throughout the program.

## **7. References and testimonials**

In addition to reference checking, NAS asked Damian to share testimonials from a recent delivery for an aggregated program similar to ours. Below is a stand out quote from a program for USC faculty:

“This class was a treasure of didactic and practical information, concrete suggestions, amazing networking with others from vastly different backgrounds, and opportunities for practicing and feedback. I was able to gain confidence as I improved my competence as a newly minted coach. The chance to work with a “mentor” coach, to be coached and to work within our class triad teams enabled us to go beyond the books to very experiential activities. Damian is a suburb teacher and brought in many additional colleagues to share their knowledge and experiences with the class.”  
Kathleen G. Nelson, MD, Associate Dean for Leadership and Wellness, Keck School of Medicine, USC