



Mary McGuinness, M.Ed., PCC

COACH BIO

About Me

My 20-year background in learning, leadership and organizational development is balanced by my creativity, sense of adventure, and my love of theater, improv and the arts.

I help people strengthen and develop their confidence, and the skills needed to grow as leaders and influencers. My coaching style is pragmatic, goal-oriented and deeply rooted in a respect for individual values, beliefs and cultures. I meet people where they are. Together, we candidly explore what is working and what needs to be worked on.

As a partner and sounding board, we look around corners, prepare for challenges ahead, or address blind spots, so that you may confidently step into unfamiliar or uncomfortable territory.

Clients often turn to me when they want to create and communicate a vision, build their interpersonal effectiveness, or seek greater buy-in. I especially enjoy working with those who are in a new role, or want to position themselves for a promotion or for a career change.

I use a broad set of proven tools and techniques to help jumpstart new ways of thinking and acting. The results? My coachees can articulate and achieve ambitious plans for themselves, their teams, and the organizations they lead.

My Expertise

I easily navigate the “big picture” strategy conversations as well as those thorny day-to-day issues that all of us encounter, like improving practical skills in active listening, having difficult conversations, managing up, leading engaging and effective meetings, and heightening cultural awareness.

I often use mapping to help my clients “see,” and prepare for their next big move. Visual mapping taps multiple intelligences and explores all the angles, leading to better decisions, inspired solutions, and a deeper commitment to action.



Who I Work Well With

Business and NFP executives, board members, highly educated and specialized professionals, leaders from diverse cultural backgrounds, managers perceived as difficult or abrasive, newly hired or recently promoted leaders, professional women making career transitions, or others who value a collaborative, goal-oriented discovery process.

Educational Background

Mary is past director of workplace learning and performance at DePaul University, where she designed and implemented initiatives to improve performance management, leadership, and employee relations. Prior to that she directed the Hay Leadership Project, where she co-developed an intensive values-based leadership certificate program that strengthened leadership from “the inside-out,” and served as an organization development consultant to mission-driven organizations.

Mary possesses a B.A. in Theatre and French from University of Wisconsin and a M.Ed. in international curriculum theorizing from DePaul University. Mary has studied adaptive leadership with Martin Linsky and Ronald Heifetz at Harvard's Kennedy School of Public Service, coaching and adult development at Fielding Graduate University, and leadership at the University of Chicago.

Working internationally, and across sectors, Mary and her team author and deliver leadership, management and professional development programs for nonprofits, higher education, and private business. She regularly teaches leadership and management in DePaul University's School of Public Service.

She is a proud alumna of Voyageur Outward Bound and a lifelong international adventurer.

Affiliations and Certifications

- Professional Certified Coach, International Coach Federation (ICF)
- ICF Mentor Coach
- Certified Evidence-Based Coach, Fielding Graduate University
- Certified Visual Coach, Shift-It
- Certified Team Coach, Grove International
- MBTI and DiSC Certified

