



About Us

We help companies become great places to work. Working with us, they are able to unlock the hidden potential of their leaders and teams in ways that improve profits, sustainability, and culture.

Our Philosophy: We are deeply committed to bringing peace to the planet before we die. So why the heck are we corporate coaches and trainers? Because in order to have peace in the world, you must have peace in your heart. Peace has to take root inside each one of us in order to flow out into the world. And we all know that we can't have peace inside ourselves if we're miserable at work.

We believe that the company itself has an innate wisdom, and that it knows what wants to emerge from it. When we, as leaders, cultivate the ability to get quiet and listen to what wants to move through us, we can allow for that growth and expansion to happen with grace and ease.

We believe that each member of the organization has an innate wisdom, that they are all smart, creative, resourceful people who can solve problems at the source when they're given the right tools and empowered to do so.

We believe that open, honest communication is like the number 42: the answer to the world, the universe, and everything (at least according to The Hitchhiker's Guide to the Galaxy). It forms a critically important foundation for a business to grow sustainably and profitably, while honoring the unique skills and talents of all team members. Thankfully, anyone can learn how to be an open and honest communicator.

We believe that fostering Culture can not be an afterthought, and it can't be simply a list of values stuck on the wall. For a business to be sustainably profitable in the 21st century, the right culture is essential for success. When culture is embedded into the daily environment, when each team member lives the culture from within themselves, success is inevitable.

We believe that everyone is a leader, or at least has the potential to be a strong leader. There are a set of tools, skills, and habits that can be learned and used not just at work, but in life. Great leaders take the time to develop and empower their teams. Our desire is to teach millions of people how to be great leaders. When that happens, we WILL see peace on the planet.



How We Work

For over 20 years, we have been delivering versions of our work to companies poised for greatness. Our work is based, in part, on the work of Otto Scharmer's **Theory U**, John Mackey and Raj Sisodia's, **Conscious Capitalism**, Christine Comoford's **Smart Tribes**, Frederic Laloux's **Reinventing Organizations**, and Senge, Scharmer, Jaworski, Flowers **Presence: Human Purpose and the Field of the Future**. We offer a broad menu of services that we custom tailor to meet your unique needs so we can best serve you. All of our services help leaders cultivate the five qualities of successful leaders in the 21st century: **Courage**, **Openness**, **Alignment**, **Creativity**, and **Humility**.

We have a combination of unique delivery methods and processes that crack the code on establishing lasting organizational behavior changes in a relatively short period of time. Our revolutionary and proprietary system can eliminate the landmines often associated with developing strong leadership and building a cohesive, collaborative team. We use a unique combination of traditional coaching, training, and facilitation along with experiential right brain and neuroscience based activities to help leaders and team members become more conscious, resourceful, resilient, and innovative.

From strategic business design, to culture development and leadership training, our methods can help your company become a truly great place to work.

While we custom design every client project, there are some universal needs that pop up repeatedly. They include:

- **Conscious Communication Skills:** integrate advanced skills into everyday communications and deepen everyone's ability to communicate clearly
- **Polarity:** effectively manage tensions within the organization, between team members, and within oneself
- **Presence:** become more self-aware as a leader or team member so triggers and biases no longer get in the way of greatness
- **Purpose:** understand the greater purpose of the organization and the alignment of the leaders to this purpose, and committing to living from Purpose

Who We Are

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Vision * Culture * Peak Performance * Sustainable Profitability



Johanna Lyman, co-founder

Dynamic, energetic, Leadership and Business Development Coach, and Six Sigma Lean Professional (Green Belt) with impressive experience in implementing organization wide change strategies for both Fortune 500 companies and small business owners. Adept in combining coaching, training, and project leadership skills to help clients build dynamic, sustainable revenue growth while creating deep meaning with their work.

Core competencies include: Motivational and visionary leader with superb analytical and root cause identification skills; laser focused determination in identifying and implementing leverageable models while rallying stakeholders to embrace change; knowledge of change principles and methodologies; proven success with implementing methods for confronting and eliminating barriers to change; exceptional communication, influencing, problem solving, and listening skills; quickly establishes rapport with diverse stakeholders.

Johanna has an “impossible mission” to see world peace before she dies. She believes what Gandhi first said: to have peace in the world, we must first have peace in our hearts. And she knows from the first hand experience that led her to this work that we can’t have peace in our hearts if we’re miserable at work.

In her spare time, Johanna is an avid paddler and hiker, a poet with a penchant for slam, wife to the best husband on the planet, and mom to a remarkable young woman who’s currently finding her way through the jungle of college. Contact Johanna at johanna@nextgenorgs.com

The “we” that is referenced throughout this site refers to a fantastic collaboration of coaches, consultants, and trainers who’ve aligned to support Johanna in seeing her “impossible mission” become a reality. They include professionals well versed in personality trait assessments like DISC, MBTI, and StrengthsFinder, experts in the fields of consciousness, professional presence, neuroscience-based stress management, the four tenets of Conscious Capitalism, governance for self managed systems (like holacracy) and conscious Human Resources.



Testimonials

"Over the past few months Johanna has stopped the head spinning. We (my team) have been able to focus in on our business model, build a culture that has meaning for us, and Johanna has given us the tools needed to succeed. Since starting with her, we have had 6 new clients walk through our doors with excitement."

Adam Cortez, CEO of DKM Inc.

"I've had the pleasure of being coached by Johanna Lyman of Lead like a C.O.A.C.H. Me being someone who coaches others, it took some inner growth to allow or request someone provide coaching to me. Johanna has spent several months working with me on my inner game and outer game. She has an abundance of processes & strategies she pulls from to help enable me to move forward in my businesses. The accountability is one of the best parts. Being able to have someone in my corner pulling me forward has been priceless."

Rick Loek, Director of Retirement Planning, Onesta Wealth Management

I experienced Carrie (Beers) and Johanna Lyman as presenters at one of the RI SHRM monthly professional development meetings. They are extremely knowledgeable in the area of leadership and provided a training experience that is engaging and informative. I would recommend them to others."

**Lynn Corwin
Sr. Vice President, Director of Strategic Planning & Organization Effectiveness
United Way of Rhode Island**

"I recently attended a training facilitated by Johanna, and I was blown away. She was so masterful at taking us really deep, really fast, and I got so much out of the training. I gained some powerful insights that I can immediately use in my business."

Josephine Hannan, Promote Her Business

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