

Margot F.W. Halstead, MCC, PMP, MBA

703-850-8706

mhalstead@orahill.com

www.linkedin.com/in/margothalstead

PROFESSIONAL PROFILE

A dynamic and magnetic personality with behavior that consistently mirrors my primary values of honesty, integrity, and humor. Successfully communicates at all levels of the organization with cultural sensitivity while providing truth to power to move the dynamics of the organization forward using client centered and root solution methodologies.

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PROFESSIONAL EXPERIENCE

Orahill, LLC

January, 2019 – present

Ashburn, VA

Founder, Principle

- Providing leadership coaching, facilitation to teams that are intact or struggling, as well as targeted interpersonal communication training for leadership support
- Design, develop, implement, and host executive, managerial and line leadership development programs, forums, and offsites
- Provide culture assessments to companies wishing to determine the state of the health of their organization utilizing culture facilitation techniques
- Clients include: US Department of Agriculture (USDA); Forfeiture Support Associates (FSA); Department of Defense (DoD) Educational Administration; DoD;; Dupont; NASA; Deltek, APCO, BVNA, Dewberry, Splunk, Panasonic, Food and Drug Administration (FDA); Unison, National Fire Administration, Mazars, American Water, FDIC, Lyft, Exelon, American Petroleum Institute, Dewberry, Katzcy, FEMA, DHS, Management Concepts and others

Northrop Grumman (acquired OATK)

June, 2018 – January, 2019

Falls Church, VA

Executive Coach and Leadership Development

- Assist the HR function transition from Orbital ATK to Northup Grumman
- Provide 360 feedback, MENTOR Battery assessment feedback to all talent on the executive succession chart
- Develop leadership programs and placement to provide coaching to high potential talent on the executive bench
- Manage all executive mentoring programs and scale across the enterprise

Orbital ATK

May, 2015 – June, 2018

Dulles, VA

Principal Talent Management Advisor and Leadership Coach

- Reported directly to the CHRO; Coached over 40 executives, succession candidates and hi-potentials
- Fully developed and integrated leadership training focusing on a potential Group Presidents 5-15 years from placement
- Streamlined, simplified, and continue to accelerate succession planning
- Introduced change management philosophy and processes
- Implemented the first ever corporate engagement survey
- Merged two legacy Performance Review processes

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- Lead, developed and provided strategy, direction, support, creativity, and clarity to the Employee Development Council
- Reverse direction on more than 20 underperforming teams using assessments, direct intervention, coaching, team building and training

Leidos (split from SAIC)

November 2012 – May 2015

Reston, VA

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Talent Management Consultant (f/t, proper title used within the company)

- Provided leadership coaching to 20+ employees in the C-suite, Operations, Division and Line level
- Discovered team/organizational gap(s) and provided solutions
- Created and evaluated ROI for all executive leadership programs
- Identified the need for, initiated, created a best-in-class careers website for the enterprise
- Actively participated in corporate wide committees, advised employee engagement groups, and designed new employee engagement groups that were underrepresented
- Routinely implemented a variety of organization, team and individual assessments
- Provided project/change management in support of all group wide initiatives
- Assessed potential succession candidates, facilitated the down select meetings, coached, and guided the senior leadership in decision making; created a scalable process
- Designed and implemented a four-module yearlong training program for group president succession candidates using appropriate content engaging internal resources and appropriate outside vendors
- Leadership SME advisor to the Director of Talent Management

SAIC

March, 2009 – November 2012

Tysons Corner, VA

HR Project Manager

- As part of SAIC, provided project management support of all group and enterprise-wide HR initiatives
- Led change management efforts for the full scale roll out and transition of talent acquisition software
- Regularly requested to facilitate non-HR functional meetings to improve efficiencies
- Initiated a formal mentoring program (350 participants), an informal mentoring program (over 75 documented participants), 13 strategic partnership programs and a mentor/protégé training class for potential organic participants/relationships
- Designed and implemented a Drive Your Career showcase to involve employees in all the careers the company has to offer. Over 1000 employees attended with three documented cases of employees declining outside offers because of the event
- Facilitated non/intact working groups across the enterprise to increase efficiencies, close communication gaps, increase group performance, improve understanding as well as provide appropriate assessments and present analysis

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NOVA

November 2007 – March 2009

Loudoun County, VA

Adjunct Professor

- Designed, prepared, and delivered fourteen sections of two required classes: Introduction to Human Communication and Interpersonal Communication.
- Created and presented inspiring relevant lectures a tool-based curriculum.
- Consistently achieved outstanding evaluations.

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** Previous years managing law firms available upon request.*

EDUCATION

MA program - George Mason University

9 credits in Interpersonal Communication 2003-4

MBA Management Marymount University 1998

Concentration: Organizational Development

BA Speech Communication University of Maryland 1990

Minor: Afro-American Studies (proper name of the degree at the time)

PUBLICATIONS

- Owning Your IT: Lab Manual, companion workbook for Owning Your IT; due for release in February, 2025
- Owning Your IT: Actionable tools to improve your interpersonal communication; Released October, 2024 (Foreword by Marshall Goldsmith)
- Featured: Center for Creative Leadership: 6 Strategies for Digital Learning Success, Mehta & Downs, 2016

SPEAKING ENGAGEMENTS

- 2024 Capital Coaches Conference: "Hello? Are you there? Can you hear me?"
- 2014 MASIE Conference: The Strategy of Talent Management during a Company Separation
- 2013-2014 PMI Change Management Group: eight presentations on Change Management in HR
- 2013 Washington Exec: three presentations to different subgroups - Influencing within your Specialty

BUSINESS CERTIFICATIONS

- International Coaching Federation, MCC certified, February, 2023 (In good standing)
- Certified PCC Marker Assessor, ICF, 2022
- INIFAC, Certified Virtual Facilitator, 2020
- Certified Culture Assessor, 2020
- Certified Culture Facilitator, 2020
- Certified Change Management Practitioner, APMG International, August, 2019
- Conversational Intelligence® Enhanced Practitioner, 2017

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- Certified Professional Coach, March, 2014
- DDI Certified Facilitator, March, 2012
- Project Management Professional (PMP) Certified, March, 2010 (In good standing)

INSTRUMENTS

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- ESCI Blended Certification, June, 2023
- Emotional Intelligence 2.0 (EQi) Instrument, August 2021
- MBTI Instrument, August, 2021
- FIRO-B Instrument, June, 2021
- Leadership Circle Profile (360 Instrument), September, 2019
- Lominger 360 Facilitator, certified April, 2015
- Energy Leadership Index (ELI) Master Practitioner, February, 2014
- Certified Behavioral Analyst, (DISC) October, 2012