



## **DOUG HENSCH, MAOM, M.Ed., ACC**

Doug Hensch is a student of Leadership. His philosophy is simple: Be humble. Practice curiosity. Create and maintain strong connections. Recently, Doug has expanded this mission as a certified facilitator and consultant for Intent-Based Leadership (IBL), the transformative model conceived by former submarine captain David Marquet. By helping leaders shift from "command and control" to "intent and ownership," Doug helps leaders empower their teams to achieve greater engagement and achievement.

This philosophy guided him at Nextel Communications where he led the company's eCare efforts that resulted in yearly savings that exceeded \$10 million. Working in his strengths with purpose helped him launch a leading self-improvement web site that helped over 100,000 people increase their well-being and resilience.

Doug has touched the lives of business executives, managers, and individual contributors with innovative coaching, engaging workshops, and thought-provoking consulting. Dr. Martin Seligman, Fox Leadership Professor of Psychology at the University of Pennsylvania and the 'father of Positive Psychology,' referred to Doug as one of his "most talented young colleagues."

His expertise is in coaching, facilitation, instructional design, and consulting. He has created workshops that focus on resilience, strengths, well-being, and goals. In addition, Doug has been called upon to lead courses designed by his clients in the areas of consulting skills, presentations, conversations, and networking.

As an executive coach with nearly 2,000 hours of coaching, Doug relies on his curiosity, experience and in-depth knowledge of human potential to help individuals set and exceed their goals. He typically uses a 360 review and several assessments (including the VIA Strengths Survey, FourSight Thinking Profile & Thomas-Kilmann Conflict Mode Instrument) to lay the groundwork for transformation.

Doug received his Bachelor's in Economics from the University of Pennsylvania. He also earned a Master's in Education and a Master's in Organizational Management. Doug attended the International Coach Academy for his coaching credentials and is certified by the International Coaching Federation.

Doug has written three books. His first book, *Positively Resilient: 5 1/2 Secrets to Beat Stress, Overcome Obstacles, and Defeat Anxiety*, was published in October, 2016. He released his second book, *Re-Thinking Humility – How Thinking of Yourself Less Makes You a Better Leader*, in 2021. His most recent book, *Re-Thinking Curiosity – How to Lead When You Don't Have All the Answers*, was published in May of 2024.

He lives and works in Leesburg, VA. When he isn't coaching, he enjoys hiking, reading, and working out. Doug also took up Gracie Jiu-Jitsu to learn more about how to deal with failure. He is a proud parent of two young men currently in college pursuing their callings.