

Leadership Coach Tracey S. McCarthy, M.S.Ed., NCC, LPC, DCC

Tracey S. McCarthy is a leadership coach, consultant, and licensed professional counselor. She is passionate about helping leaders play to their strengths so that they thrive professionally and personally. Tracey specializes in helping leaders and their organizations develop their *people strategy*—how people in the organization get work done and collaborate to meet organizational goals.

Through coaching, Tracey enables leaders to identify areas for improvement in workplace communication, manage a diverse workforce, deal productively with conflict, and maximize employee, team, and departmental potential.

Tracey empowers leaders to excel by helping them develop in key result areas necessary for their and the organization's advancement. She coaches new or recently promoted leaders to develop managerial and organizational skills, and helps experienced executives take their leadership to the next level by learning to deal with challenging situations, aid in talent development, enhance communication skills, and build relationships.

Senior staff and management teams also benefit from Tracey's consultation by learning to collaborate, define roles, share resources, eliminate roadblocks, and enhance productivity. All services are customized to meet the specific needs of each leader, team, and organization.

Tracey was employed by human resources consulting firm Development Dimensions International (DDI) for twelve years, where she worked with Fortune 500 companies to create systems for leadership and workforce development. She produced programs for a workforce ranging from individual contributors and their supervisors through managers and executives. These programs focused on improving supervisory and management skills, executive assessment, customer service, internal partnerships, and effective communication, delegation, and motivation.

Tracey founded Arcadia in 2000. She has a B.A. in Communications and an M.S. Ed. in Counseling, both from Duquesne University. She is a National Certified Counselor (NCC), a Licensed Professional Counselor (LPC), and a Distance Credentialed Counselor (DCC). She is a member of Chi Sigma Iota, the international honor society for academic and professional excellence in counseling. Tracey performs improv comedy and incorporates humor and creative techniques in her coaching and consulting.

Tracey's knowledge of human behavior paired with her professional leadership development skills enable her to identify the root causes of behaviors and find long-term, far-reaching solutions that help organizations and their leaders excel.