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To schedule an appointment, click here

<https://app.acuityscheduling.com/schedule.php?owner=15889337>

I specialize in coaching professionals to stretch into the requirements and expectations of leadership at multiple levels and to respond constructively to change. Since 2001, I have coached individuals in corporate, education and nonprofit sectors to partner effectively and become strategic leaders. I support leaders in acquiring the skills to clearly articulate vision; generate engagement and commitment; facilitate change within organizations and to communicate clearly and effectively. Communication coaching has helped leaders change from confrontational to collaborative styles and to learn how to effectively hold difficult conversations and give effective performance feedback. Current and previous clients include leaders in Motorola, Xerox Corporation, Rio Tinto, Pinnacol Assurance, Sandia National Laboratories, Metlife, Earth Share, Ultra Electronics, NetAid, CASA and the Calvert and Kellogg Foundations. I also serve as consultant and coaching educator for STEM faculty at Historically Black Colleges and Universities through NSF-funded projects.

### **Recent Professional Experience**

#### **F. Campone Coaching and Consulting 1998-present**

Providing a full spectrum of coaching and support services to leaders in diverse organizations. These include assessments and integrated feedback; individual coaching in organizational leadership, organizational and career planning and development, communications, conflict resolution, personnel supervision, and leadership presence; extensive experience coaching executives whose jobs or organizations are in transition, helping them to make needed changes in skills, performance or leadership strategies; support transition from hands-on management to leadership; effective succession transitions; and reorienting work patterns to meet changed requirements.

Develop and conduct introductory coaching skills training for STEM faculty mentors in Project Kaleidoscope (American Association of Colleges and Universities) and the Center for STEM Leadership (NSF funded project for HBCU leadership); developed and conducted ICF aligned coaching skills training for Prudential; consultant to Wright Graduate University in the development of an accredited coach training program; Consultant to Executive Forum in the development of a coaching skills training program for HR personnel; advisor to Pinnacol

Assurance in development of internal coaching program; Consultant to the National Association of Elementary School Principals and Nova Southeastern University in the development of a national principal mentor certification program; consultant to The Brande Foundation/Breakthrough Enterprises in the development of coach training and outreach programs for education leaders; consultant to The Institute of Coach Training- coaching exam/certification process.

#### Faculty Positions 2003-2018

Fielding University, Evidence-Based Coaching Certificate Program 2007-2018. Director of the Evidence-Based Coaching Program (graduate-level) . Overall program coordination and faculty development and evaluation; oversee face to face training; coordinate syllabi for year-long coaching certificate program; teach courses in evidence-based coaching; designed and taught coaching coursework for Ph.D. coaching concentration; faculty for the doctoral program in the School of Leadership Studies; develop and conduct incoming student and alumni surveys.

University of Texas at Dallas, Graduate School of Management 2005- 2017 . Member of the founding faculty in executive coaching certificate program. Courses include: Research Practices for Coaches; Evidence-Based Coaching; Using Case Study

Northcentral University- Department of Organizational Leadership- Summer 2004-December 2009 . Taught doctoral courses in Organizational and Educational Leadership, Leader as Coach, Conflict Resolution; member of dissertation committees in Department of Organizational Leadership

South Dakota State University, Department of Counseling and Human Resource Development - Spring 2003- Spring 2004. Taught masters level course in Student Development

#### **Previous Professional Experiences**

South Dakota School of Mines and Technology  
November 1993 – June 2001  
*Associate Dean of Students*  
*Interim Vice-President for Student Affairs*

Provided leadership and supervision to nine units within the department as well as departmental planning and budget in consultation with Vice-President. Additional responsibilities included management of campus judicial affairs and crisis planning and intervention; needs and program assessments; retention programming; outreach to tribal colleges; faculty advisor to AISES.

New York City Technical College

Brooklyn, New York 11201  
October 1973- November 1993  
*Administration, Counseling, Faculty*

Responsibilities included: department planning and budget (Student Affairs); direct supervision of counseling, Student Support Services, student life, judicial affairs, crisis planning and intervention, student health, retention programming; supervision of university development office including grants, public relations and development activities; adjunct lecturer in the Department of Writing and Speech

### **Education**

1992 Ed.D. Higher and Adult Education- Teachers' College, Columbia University, NY  
1979 M.S. Special Education/Learning Disabilities- Wagner College, Staten Island, NY  
1976 M.A. English Literature- New York University, New York New York

### **Training**

- Diploma in Coaching Supervision, Coach Supervision Academy, May 2019
- ICF Assessor Training (2017)- approved ICF assessor and mentor for PCC and MCC coaches
- Coach Training -Coach Training from Falling Awake (1995-1997); Interdevelopmental Coaching (Fall 2004, Winter 2005); International Coach Federation accredited programs; ICF Research Community (monthly conference calls, continuing education)
- Crucial Conversations Trainer Training- February 2005
- Facilitating Sustained Dialogue on Racism- The Kettering Foundation, Dr. Hal Saunders (2000-2001)
- Restorative Justice/Victim-Offender Mediation- University of Minnesota, Dr. Mark Umbreit (1998 and 2000)
- National Public Issues Forum Facilitation- The Chiesman Foundation for Democracy (1998)
- Constructive Living Instructor Training- Todo Institute, Vermont (1995)

### **Certifications/Licenses**

- Diploma, Coaching Supervision (Coaching Supervision Academy)
- Master Coach Certification (ICF); MCC
- Certified ICF Assessor; Mentor Registry
- Certified Member Association for Coaching
- qualified to administer various assessments including: MBTI, FIRO-B and MSCEIT, Bar-On EQ 360

### **Recent Publications and Presentations**

Choose me! Ethics in the Promotion of Coaching. in Smith, W.A., Passmore, J., Turner, E., Lai, YL, Clutterbuck, D. (eds.) *The Ethical Coaches' Handbook*. Routledge, 2023

The Ideal Career. In Smith, W.A., Dumisani, M., Pontes, E., Clutterbuck, D., *Ethical Case Studies for Coach Development and Practice*. Routledge (in press)

The Best Business Coach. In Smith, W.A., Dumisani, M., Pontes, E., Clutterbuck, D., *Ethical Case Studies for Coach Development and Practice*. Routledge (in press)

Coaching Supervision: Voices from the Americas. F.Campone, J. DiGirolamo, D. Goldvarg, L. Seto. (eds.) Routledge (2022)

Special Issue: Journal of Negro Education. O. Taylor, F. Campone, N. Moreland (eds.) Howard University Press (in press)

Collective Transformation: Outcomes of Coaching as Part of a Leadership Development Program for STEM Fellows at Historically Black Colleges and Universities. Okpala, Knipes, Shut, Winter & Campone. Special Issue: Journal of Negro Education. O. Taylor, F. Campone, N. Moreland (eds.) Howard University Press (2022)

Innovations in Leadership Coaching. T. Hildebrandt, F. Campone, E. Ostrowski, K. Norwood (eds.) Fielding University Press (2020)

Coaching in Wonderland. in *Innovations in Leadership Coaching: Research and Practice*. Hildebrandt, Campone, Ostrowski & Norwood (eds.). 2020

Coaching and Theories of Learning (with Bennett, J.) in *The SAGE Handbook of Coaching*. Bachkirova, Spence and Drake (eds.) SAGE Reference. (2017)

Executive Coaching Practices in the Adult Workplace. in *New Directions in Adult & Continuing Education: Transforming Adults Through Coaching* James Pappas and Jerry Jerman, eds. Wiley & Sons. (2015)

Thinking like a professional: The impact of graduate coach education on professional judgment. *The International Journal of Psychological Issues in Organizational Culture*. July 2014.

The Scientist-Practitioner: An Informed Curiosity. Pre-Conference Webinar: International Coach Federation Advance: The Science of Coaching conference 2014

Coaching Research: Does Anyone Have Any Questions. Praxis session. ICF Advance: The Science of Coaching conference 2014

At the border: Coaching a client with dissociative identity disorder. *The International Journal of Evidence-Based Coaching and Mentoring*. 12 (1). February 2014

Life's thumbprint: The impact of life experiences on coaches and their coaching. With Deepa Awal, co-author. (v. 5, no.1) *Coaching: An International Journal of Theory, Research and Practice*. March 2012

The Reflective Coaching Practitioner Model. In *Supervision in Coaching: Supervision, Ethics and Continuous Professional Development*. J.Passmore (ed.) Kagan.

Current Research on Coaching. In *The Knowledge Based Coaching Handbook*. L. Wildflower and D. Brennan, (eds.), 2011 Jossey-Bass Business & Management Series.

From Uh-Oh to Aha! Using Critical Incidents in Coaching. Presented at the International Coach Federation Conference, 2008, St. Louis, Missouri

Connecting the Dots: Coaching Research from the Past into the Future. Presented at the European Coaching Conference, June 2008, Geneva, Switzerland.

Connecting the Dots: Coaching Research Past, Present and Future. In *The Philosophy and Practice of Coaching*. D. Drake, D. Brennan and K. Gortz (eds.) 2008. John Wiley & Sons

Relational Flow: A Theoretical Model for the Intuitive Dance. Paper and presentation (with 4 co-authors) at the 2005 International Coach Federation Research Symposium, San Jose, California.

Riding the Waves: A Quantum Framework for Coaching Research. White paper. Proceedings of the 2005 International Coach Federation Research Symposium.

Co-editor of the Proceedings of the 2006, 2005 and 2004 International Coach Federation Research Symposia.

### **Professional Associations and Memberships**

Global Supervision Network, convener of Ethics Research Special Interest Group  
British Psychological Society, Division of Coaching Psychology  
The Association for Coaching

The International Coaching Federation, Research and Development Committee;  
Credentialing and Program Accreditation Committee; Research Committee  
ICF Research Symposium 2005, 2006 Leadership Teams; host- Research Special Interest  
Group, 2004-2008  
Graduate School Association of Executive Coaching (Past President 2014-15; member,  
Board of Directors; Academic Standards Committee)

#### Volunteer and Community Service

2020-present Editor (Americas) International Coaching Psychology Review  
2012- 2019 Volunteer at The Gathering Place - day service center for homeless women  
and children  
2010- present Senior Student Leader-Zen Center of Denver  
1998-2004- founding Board member and volunteer mediator: Restorative Justice  
Program Rapid City, South Dakota  
2000-2001- co-facilitator: Dialogue on Racism Project (Kettering Foundation) Rapid  
City, South Dakota