



# Shannon Small

## Principal

**Contact:**

shannon@nextsteppartners.com

**Education:**

- Northwestern University
- Yale University

**Certifications:**

- New Ventures West Integral Coaching
- Minds at Work, Immunity to Change certified coach
- Institute for Nature Centered Coaching
- Myers Briggs Type Indicator
- The Hogan Assessment
- Integrative Enneagram IEQ9 Practitioner Tools for Teams
- Insights Discover Certified
- Shift + 360 certified, Change Positive, LLC
- Team Diagnostic Survey (TDS), Certified Team Coach Level 2
- Korn Ferry EQi
- Six Conditions, L1 and L2

**Selected Clients:**

Google, Apple, Meta, Dropbox, ThermoFisher, BlueShield of CA, PlayStudios, Cloudera and a variety of start-ups and Financial Services clients.

Great coaches bring to their work both coaching skills and business experience. They also bring who they are as people. Shannon offers her clients the acumen of a seasoned business professional, the dedication of a collegiate All-American athlete and NCAA Woman of the Year, and the resilience of a breast cancer survivor. She brings a warmth and humor balanced with a firm commitment to both challenge and support her clients while they blossom.

Shannon specializes in Executive leadership development and career transition. She has worked with clients ranging from early-stage start-ups to Global Fortune 500 in both public and private settings. She has also designed and delivered multi-month leadership programs as well as workshops across the U.S.A.

Shannon holds an MBA from the Yale School of Management and graduated cum laude from Northwestern University. Her previous work experience includes operations management and management consulting in both strategy and human capital.

