

## Camille Preston, PhD, PCC

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Camille Preston is a psychologist, executive coach, speaker, and writer specializing in personal and organizational growth and development. She is an expert in the field of Virtual Leadership Effectiveness and is the founder and president of AIM Leadership, a coaching and training company focused on improving individual, team, and organizational effectiveness by developing leadership capabilities from the inside out.

With 15 years' experience, Dr. Preston specializes in innovative, real world, and strategic solutions that engage and enable individuals and teams to develop authentic, purposeful, and principled leadership. AIM clients learn to navigate change, to anticipate and address challenges proactively, to create more holistic, sustainable business solutions, and to become more effective leaders.

Her work includes coaching; conducting assessments and evaluations; designing and implementing mentoring programs; developing and delivering leadership, diversity, and training curricula and programs; and developing and facilitating strategic retreats. Dr. Preston's clients include a worldwide roster of individuals, corporate executives and organizations in both the public and private sector. From Kabul to Geneva, from Tokyo to Washington, DC, Dr. Preston has helped hundreds of clients achieve lasting change and become better leaders.

In addition to her training and coaching, Dr. Preston is a sought-after public speaker and facilitator. She was most recently a featured speaker at the 2010 HCI Summit in Tucson, AZ and was the leadership facilitator for The Asia Foundation in Thailand and Afghanistan. She is also a popular author whose works include *Rewired: How to Work Smarter, Live Better, and Be Purposefully Productive in an Overwired World*, *Virtual Effectiveness*, *The Science of Complexification*, *Random Acts of Appreciation*, *Virtual Influence*, *The Art of Optimization*, *Authentic Encounters*, and *Virtual Authenticity*.

Dr. Preston earned her undergraduate degree from Williams College and her master's and doctorate in psychology from the University of Virginia. She received her executive coaching certificate from Georgetown University and is certified by the Stanford Research Institute in Neurolinguistics Programming and Neurostrategies. She received advanced leadership training from the Center for Creative Leadership and is certified to administer CCL 360 assessments, ESCI, Hogan - MVPI, MBTI, FIRO-B, HPT, Job Challenges Profile, Learning Tactics Inventory, and other assessment tests.

In 2000, Dr. Preston won the International Best Dissertation of the Year from the APA. In 2003 and 2004, she was identified as a Future Leader and awarded three scholarships by the Center for Creative Leadership. Dr. Preston serves as an advisor, guest speaker, and mentor for Compass Partners, a nonprofit collegiate organization that helps develop responsible young entrepreneurs.

Dr. Preston lives in Cambridge, MA with her husband.

## CAMILLE L. PRESTON, PH.D., PCC

### **CONSULTING BACKGROUND:**

- Over 15 years experience in leadership development, consulting, speaking, designing and implementing change initiatives, counseling, negotiating conflict, and coaching executives, directors, managers, and individuals.
- Delivering results with executives in the private, non-profit, and public service sectors within fields of law, education, government, health care, medical research, real estate, technology, law enforcement, venture capital, and finance.
- Founding Coach, council member, and expert for People Jam; Certified Master NLP Practitioner; Neurostrategist, Former member of ICF Virtual Community Executive Committee; Senior Leadership Team, Robbins Research Institute.

### **MANAGERIAL AND EXECUTIVE EXPERIENCE:**

- President and Founder, AIM Leadership, LLC, Washington, DC  
Engage, train and coach leaders; conduct assessments; design and delivery of leadership and coaching curriculum
- Senior Research Associate, Police Executive Research Forum, Washington, DC  
Developed and executed multi-million dollar portfolios on leadership, stress management, and wellness
- SPSSI Scholar, Public Policy Office, American Psychological Association, Washington, DC  
Analyzed federal legislation and regulations; developed research-based policy initiatives
- Mediator, The Mediation Center at Focus, Charlottesville, VA  
Negotiated family and general cases; designed and taught certified mediation courses; developed and implemented protocols to ensure client safety; evaluated long-term impact of mediation
- Consultant, The University of Virginia, Charlottesville, VA  
Conducted assessment; designed mentoring programs; worked as corporate fundraiser
- Adventure Traveler, The World  
Worked on 5 continents; traveled 39+ countries; 8 lives and counting!

### **SELECTED CLIENT LIST:**

MARS	Boston Consulting Group	Corporate Executive Board	SOCMA
Verizon	Harvard Kennedy School	Dept of Health and Human Services	SafeShores
The Asia Foundation	Dept of Energy, Solar	Bain Capital	Zappos
Astra Zeneca	MGM MIRAGE	Business Finance Group	Fannie Mae
Capital One	US Army	Millennium Challenge Corp.	NGP Software
US Dept of Treasury	Georgetown Hospital	EntreMed, Inc.	WMATA
Guardian Quest	City of Lakewood	Weil, Gotshal & Manges	Applied Signal Technology
ACCION	Aljazeera	American Chemical Society	People Jam
Red Cross	PHRMA	National Labor Relations Board	US Army Chaplains
GE	Safeshores	The Asia Foundation	NBC

### **EDUCATION:**

- Ph.D. Psychology, University of Virginia, Charlottesville, VA 2000
- M.A. Psychology, University of Virginia, Charlottesville, VA 1998
- B.A. Psychology and Studio Art, Williams College, Williamstown, MA 1993
- P.C.C. Professional Certified Coach, International Coaching Federation 2004
- Certified Neuro-Strategist, Master NLP Practitioner, SRI Coaching 2007
- Certified Leadership Coach, Georgetown University, Washington, DC 2004
- Master Practitioner and Certified Mediator for general & family cases
- Certified Administrator of Assessment: Emotional, Social Competency Inventory; MBTI; FIRO-B, HPT, CCL
- 360 Assessments, Job Challenges Profile, Learning Tactics Inventory, Hogan - MVPI
- Certified Action Reflection Learning Coach, Leadership in International Management

## Testimonials

Very insightful, competent and keeping us on track. No doubt, Camille is a very strong authority in her field and moreover, a pleasant person to work with.

- CEO, Celgene Europe

Camille has a wonderful approach, very humble, approachable and also great capability to ask difficult question and to move group along. Thank you.

- Executive, Celgene Europe

Camille was amazing. Infectious enthusiasm in a genuine and not contrived way. She created an informative, interesting session that left me with challenges I am excited to tackle. She kept the two days interesting and inspiring. Camille is the right amount of positive energy and pleasant that made the experience very engaging.

- Executive NBC

Camille was energetic, positive and a great teacher. She is very knowledgeable about her per project and passionate about what she does. I love her stories that made it real and personable. Terrific!!!!

- Executive NBC

Camille was a great presenter who kept a group of 10 antsy-leaders in check and engaged the whole time. She even managed to improve our time management.

- Leader, Inova Hospital

Camille was great – full of energy and helped with the application of my learning. Appreciated her reference to research based knowledge.... She has a way of connecting with each participant. Willing to share herself.

- Leader, Inova Hospital

Camille's ability to observe, interpret, and perceive were amazing! She kept the program on track and kept us focused. Camille is incredibly knowledgeable and kind. She is a gem! I have learned a lot from her.

- Leader, Inova Hospital

Camille - exudes positive energy and present topics with impressive credentials and experience. I felt very connected with her and impressed how wonderfully she connected with us. At the same time, she was committed to a start and finish line and to execute all information on program.

- Leader, Inova Hospital

Camille was excellent. Camille was a genuine, passionate and brilliant facilitator. She did a wonderful job of coaching and mentoring. She helped me find ways to make myself a better leader. She is talented and has truly found her calling in life.

- Leader, Inova Hospital

“Camille’s brilliance as a coach has manifested in great results for me. I hired her because I had recently been promoted to partner at my law firm and felt I needed to learn management and leadership skills – things not taught to me during my legal career. Camille deftly provided many tools and techniques and saw deeper. Camille saw that I had developed behaviors, approaches, even facades, that were not necessarily in alignment with myself. She saw that these made it more difficult for me to lead. While some of these behaviors worked for me during my rise in my legal career, she recognized that I might now have the opportunity and need to change. We have worked on this process together. While the intended benefit is obvious – I received one of the highest scores in feedback from my team – Camille’s approach has led to great results throughout other aspects of my life, making me a more balanced and fulfilled person.

Camille has listening and rapport-building skills that are not merely exceptional, indeed she is one of the most perceptive and empathetic people I have ever met. I consider this high praise from someone in the legal profession, in which communication skills are critical. I recognize that Camille is outstanding in communicating, intuitively sensing many things I leave unsaid, either purposefully or unintentionally. To build rapport, she shares relevant items about herself that resonate in a way that helps me to open up to her, which in turn facilitates a positive coaching relationship and result.

Camille shows tremendous enthusiasm and passion about making a difference in my life. She is one of those rare people who actually generates energy in others. She is a big net giver. She is one of the most dynamic and committed people I know. Camille not only sees the good in me, she makes me believe it even when I am down. In other words, Camille is one of those people you can’t get enough of. “

Partner at Weil, Gotshal & Manges

“I already see an improvement in my efforts to make more connections with my staff and feel that I am receiving more respect as a result.”  
Office Manager, National Labor Relations Board

“... when I met Dr. Preston my life was in need of major change. She was the sole catalyst behind that change. She helped me to understand that decisions were in my hands, and that I could make that difference in my life – if I wanted to. Dr. Preston exudes tremendous optimism, and provides encouragement that there is light at the end of the dark tunnel. She provided key suggestions for change, techniques to work through the issues and, most importantly, hope. She continued to support me through the difficult, evolving process, encouraging me along the way, and helping me to see the good within myself when I did not. Nothing could be more valuable.

I like many things about her approach to coaching, particularly her candor, listening skills and expert knowledge of her profession. Dr. Preston is amazingly easy to speak with, especially with difficult or sensitive issues. She is blessed with a special gift of listening—attentive to every detail of a conversation, her mind always working to find solutions to challenges—and somehow stores these in her memory for future purposes. She possesses a keen ability to acquire the facts of a situation, sort

and digest them into logical compartments, and then develop a plan of action. And you had better execute the plan of action! Her gentle prodding is very effective—and for people who procrastinate like me, that skill is essential. She does it in a way that is non-offensive, even asking for my permission to offer suggestions that could be delicate. “

Executive, Northwest Airlines

“When I accepted the biggest challenge of my already 14-year career, I was not sure which way to turn. Camille has not only understood where I was at, but had the patience, tenacity, perseverance and encouragement to guide me through that challenging time and accelerated my career. She has provided me with weekly tools and resources to guide me to that next level. Although we communicate over the phone 2000 miles apart, I feel as though she is right there with me ever session.

Camille not only addresses tough work-related issues, but she has a huge heart and cares deeply about people. She encourages me to grow and stretched myself beyond my own expectations. Today, because of Camille, I am more in control of my life professionally and personally and have become a better leader and Dad.”

Director of Security, an MGM Mirage Casino

“Camille listens to more than words, hears all of what is being said, and has the capacity to respond with extraordinary inquiries and insights. Camille’s gifts source from far more than what she does. It is who she is being that is always there – holding onto dichotomies that many cannot – power and vulnerability; passion and acceptance; drive and non-attachment. She contributes who she is fully and without hesitation in everything she does and she reflects on her participation with the same intensity.

As a Georgetown graduate and a coach myself, I had access to the full complement of Georgetown’s faculty and a range of veteran coaches – I chose Camille. Camille was committed to me as far more than a client – extending sessions, seeking resources and consistently making herself available as I navigated uncertainty. For example, after much frustration and circling, I called Camille, quite impromptu, to explore some alternative approaches. She found a way to support me and to hear my needs and frustrations and offered a structure that both allowed me to really BE where I was while also MOVING forward. She did all this while being direct, open and honoring of her own commitments. I have benefited tremendously from her coaching and this kind of modeling – words and actions directly aligned with expressed values and commitments in the world... Camille is skilled at getting to [a] deeper level of consciousness and finding the right set of tools to extend it.”

Coach, Trainer, Business Owner

“In 2005, Camille delivered a customized high-impact, powerful retreat for members of the US Army and their spouses... Designed as a “brief solution-focused retreat,” participants left with new communication

skills, more tools for building effective partnerships, expanded understanding of leadership at home and at work, renewed energy... and ideas for applying the new knowledge personally and professionally.

[Though she is a] civilian, Camille has a unique capacity to build rapport and “safety” with both military personnel and their spouses. She connects individually and with groups ranging from enlisted through senior colonels, in ways that they feel comfortable sharing personal issues. She is able to listen to participants’ presenting issues and their underlying concerns, and then to incorporate skills to address their needs into the training. During breaks, participants would line-up to speak with Camille one-on-one about their personal challenges.

Camille meets military personnel where they are, understands their pressing challenges and addresses their needs in a language that they understand. With her expertise and warmth, she won over several “unwilling participants.” She created unprecedented results by combining her interpersonal grace with her knowledge and expertise ... participants applied new knowledge to their personal and professional lives and declared specific goals to feed forward their learning into tangible outcomes.”

Colonel, US Army

“With one assistant, – she helped me see that behind my day-to-day frustrations was a fundamental lack of trust. In that moment, she provided me a framework for understanding where things were breaking down and together we developed a strategy. The impact was almost immediate and has had a lasting impact on how I interact and develop this staff member.

Employment Manager, MGM Grand-NYNY Hotels and Casinos

“The concept of setting the stage for flow has had an incredible impact on my leadership style.”

Diversity Leadership Manager, MGM Mirage Corp

“The most valuable aspect of coaching with Camille is her “gentle prod.” I think in general people are very capable of bringing about changes in their lives and learning new skills to apply to their daily routines and their relationships and their work life. But many times people need help in getting started. Working with a coach can be that initial or, depending on the relationship, sustaining energy to help a person pursue important goals.”

Physician, Georgetown University Hospital

“I was lost but now I have a clear direction to head in with an arsenal of great tools to support me.”

Director of Security, MGM Mirage Corp.