

MEGHANN MCNIFF

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As an executive coach, group facilitator, and founder of the Integral Coach Collective I help organizations develop their most precious resource: the humans that drive their mission. I specialize in behavior change that creates cultures where the individual, the project, and the organization flourish together—where personal development is the secret ingredient of business excellence. I bring over 20 years of experience: eight coaching in private practice, ten as a management consultant in Global Health, and five as an Officer in the US Air Force—as well as a life-long commitment to my own personal growth and development, and an embodied dedication to equity and inclusion.

EXPERIENCE

Consultant, Leadership Coach & Facilitator, Integral Coach Collective Seattle, WA (2016 - present)

- Co-founder of the Seattle Coaching Collective and founder of the Integral Coach Collective returning a profit within months of conception and forming partnerships with dozens of fellow practitioners.
- Enneagram subject matter expert, coach, and facilitator with Dana Farber and New Balance executive leadership development programs advancing leadership maturity with high performing and next generation executives.
- 1,500+ hours 1:1 coaching with leaders across a variety of organizations including in the U.S Air Force, Google, Microsoft, bp, Chevron, and BlackRock Inc. Top rated coach across the BetterUp (5.61 out of a 7 point scale) and Coachello coaching platforms: “We have a community of amazing coaches – and data to prove it, but you make it to the very top of that list” Leon Wever, Managing Director of Coachello.
- Women in Leadership Institute learning team facilitator and speaker, 2022-2024, supporting the personal development and professional advancement of over 9,000 female executives.
- Facilitator for Twitch Customer Trust North America Summit 2023 & 2024, engaging the collective intelligence of 80+ leaders to recover from a reduction in force and move forward as a cohesive team.
- 500+ hours facilitating and coaching women’s leadership programs—while leading back-end business model generation, program design, and client acquisition increasing year-on-year profit.
- 1,000+ hours of interpersonal somatic practice, leading classes as a Registered Yoga Teacher.

Organizational Development Consultant, Innovative Development Kabul, Afghanistan (2012 - 2015) Expertise & Advisory Services, Inc. (IDEAS)

- Coached the Afghan Midwives Association (AMA) leadership and led stakeholder engagement strategies to establish the Organization of Afghan Midwives (OAM).
- Facilitated the strategic design and developed the technical proposal to secure five years of funding for the newly formed OAM, which enabled the AMA to continue as independent association.
- Facilitated a strategic planning process to establish the Afghan National Medicines Services Organization (ANMSO) as the unifying body for the rapidly growing private pharmaceuticals industry nationwide.

Organizational Development Consultant, Jhpiego Kabul, Afghanistan (2010 - 2012)

- Facilitated a strategic planning process, developed, and implemented governance and management structures to establish the Afghan Midwives Association (AMA) as an independent professional association representing over 3,000 midwives across Afghanistan.
- Led the management team, and built staff capacity, to complete a final report of the 6 year and \$62M Health Services Support Project (HSSP) that demonstrated the connection between technical approaches and maternal and child health outcomes.

Senior Program Officer, Management Sciences for Health (MSH) Cambridge, MA (2008 - 2010)

- Managed a \$2M portfolio. Designed, managed, and facilitated a Leadership Development Program (LDP) with rural healthcare workers in Malawi. In 6 months, one district increased family planning coverage per couple 8X.
- Spearheaded revisions to the monitoring and evaluation guidelines of the LDP—a legacy MSH leadership and management tool - and provided backstop support for all aspects of the global LDP implementation.

Field Program Advisor, Development Alternatives Inc. (DAI) Jalalabad, Afghanistan (2007 - 2008)

- Assisted the Regional Director in managing all Eastern Region Office program activities. Revised the monitoring, evaluation, and reporting process, and built the reporting capacity for the Regional Office, as a model for the national project.
- In the first three months at post, successfully unblocked \$1.7M of stagnant grants and designed, championed and managed the implementation of \$16M in Local Governance and Community Development projects.

Program Manager, Equal Access Kabul, Afghanistan (2007)

- Managed the contract and led the content development of a printed booklet and radio series promoting a positive image of Non-Governmental Organizations in Afghanistan.
- Designed, managed, and implemented a behavior change communication program highlighting the danger signs in pregnancy, including grassroots data collection with community health workers.

Capitan United State Air Force Hanscom Air Force Base, MA (2002 - 2005)

Organizational Development Specialist

- Selected to fill a short-term need for strategic planning support during a major overhaul to the Department of Defense civilian reporting process. Facilitated the Organizational Development Center's Increasing Human Effectiveness seminar.

Program Manager

- Established the relationships necessary to fund and successfully execute a joint US Navy / US Air Force "proof of concept" flight test; resulting in a two-year acceleration of a sensor critical to identification of friendly aircraft and a projected cost avoidance of \$10M.
- Selected for the Air Force Women's Soccer Team, Armed Forces Tournament Champions.

Lieutenant United States Air Force

Business Operations Manager

Hanscom Air Force Base, MA (2001 - 2002)

- Streamlined 250+ personnel reporting process and increased the efficiency of weekly staff meetings. Developed organization wide mentoring program with senior leadership.

Student Pilot

Aviano Air Base, Italy (2000 - 2001)

- Managed high-profile familiarization program of multi-national and multi-service forward air controllers with the F-16 pilots of Aviano Air Base. 16 hours of training flights in the F-16 aircraft.

EDUCATION

- MPH, International Maternal and Child Health, Boston University
Thesis: *Winning the Peace: A Case Study Based Review of Civil Military Operations and Maternal Mortality in Afghanistan*
- MA, Critical and Creative Thinking, University of Massachusetts, Boston
Thesis: *Critical and Creative Reflections of an Adventure in Career Change*
- BS, Biology, United States Air Force Academy

TRAINING & CERTIFICATIONS

- Professional Certified Coach™ (PCC), International Coaching Federation (ICF)
- Accredited Enneagram Coach, Integrative Enneagram (iEQ9) & Aephoria Partners
- Aephoria Partners Adult Stage Assessment
- Leadership Circle Profile™ 360°
- Integral Professional Coach™, Integral Coaching Canada
- Program Management Level One, United States Department of Defense
- Selected to participate in the City of Seattle Leadership Tomorrow program class of 2016
- Disrupting Our Whiteness Facilitator, Holistic Resistance
- United Nations Office for the Coordination of Humanitarian Affairs Civil Military Coordination (UN-CMCoord)
- Private Pilot's License