



Lea Belair, PCC - Director of Coaching & Training

Lea is a visionary leader in transformational change. As an experienced coach, consultant, trainer and facilitator, Lea knows that successful transformation lands when the tasks, activities, meetings, and communications of individuals and teams mirror the vision for change.

Change Management, Organizational Development

- Designed and implemented a cultural change program, including coaching, training, group coaching practicum, and assessments for Burton Snowboards. Cultivating the long-term vision and commitment to change with the “learn-as-you-go” experience of the change leaders, this program has been taken in-house by those change leaders.
- Designed and implemented a coaching culture change initiative at WREN, an entrepreneurial training organization. Empowered business owners in start-up to growth phases in communication skills, leadership, vision and execution. The change leaders have now taken this initiative in-house.
- Manager in retail and manufacturing for a NH Small Business of the Year SBA awardee. Started and grew a retail outlet from a shoestring budget to a major downtown retailer. Streamlined and managed operational processes in manufacturing as assistant to the owner.
- Partner in Focus for Discovery Training Forums™ designing and delivering training and providing consulting services focusing on organizational development including: change management, communication skills, stress management and leadership.

Change and Leadership Training

- Certified Change Cycle™ trainer delivering training to government, for-profit, and educational audiences since 2009. Participants of training report being more well-resourced especially regarding strategic insight with teams.
- Faculty and curriculum author: UVM/Vermont Business Center, Coach U, CoachVille, UNH School of Continuing Education. Lea’s coach training program received highest student evaluations in the Leadership and Management program at the University of Vermont.

Executive Coaching and Group Facilitation

- Over 2500 hours experience coaching managers, leaders, teams, and entrepreneurs, individually and in groups. Lea has herself been chosen as a team leader and mentor by CoachVille and The Coaching Center of Vermont.
- Executive coach and group facilitator for Burton Snowboards coaching culture program. Two coaches won leadership awards in their industry, several were promoted-up, services were so successful that 2 department heads independently funded their groups vs. budget from HR.