



Melissa Hersh, Owner/Principal

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My Coaching Philosophy

I approach coaching with the belief that my clients are whole and resilient people and hold their own answers within. Through intentional conversation, I raise awareness, provoke new learning and help clients shift behavior to improve their leadership effectiveness and reach professional and personal goals.

My approach is highly collaborative, designed to focus on client goals and includes various leadership resources. Together we co-create experiments and practices that raise awareness, lead to new behaviors and actions, and clarify a path forward. Client goals have included improving communication, connecting more meaningfully with personal values and strengths, developing greater personal and organizational impact and influence, building resilience, mindfulness, happiness, purpose, and enhancing leadership presence.

A coach creates a safe, nonjudgmental space for leaders to explore their ideas and emotions with an eye to the future, provoking deeper thinking about strategy and actions. A coach can also serve as an accountability partner and a cheerleader, believing and supporting a leader as they navigate all their possibilities.

Answers Within also offers team facilitation, leadership development workshops, and group consulting focused on building trust, connection and resiliency. Learn more [at my website](#) and [LinkedIn profile](#).

More About Me

Through my coaching and consulting practice I gain great joy in supporting the professional development of others and my understanding of leadership deepens with every question and conversation. I am happiest when reading, writing, listening and sharing knowledge in community with others.

Throughout my career in higher education and the nonprofit sector, I've forged strategic partnerships with corporate and government organizations that empower talent development of managers and leaders. I have delivered management training and executive development programs to over 500 professionals in Vermont and California and led a team that tripled adult online degree enrollment through innovative tuition models. I have coached leaders in every sector including technology, professional services, manufacturing, academia, and manufacturing.



My formal education includes degrees from New York University and Antioch University New England Graduate School and a Certificate in Leadership Coaching from Georgetown University.