

JOHN M. DEMARCO

Career, Executive, & Leadership
Development Coach



Contact

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Education

Graduate Certificate
Executive & Professional Coaching
University of Texas at Dallas

Master of Divinity
Asbury Theological Seminary

Bachelor of Science
Communications
Florida State University



Certifications

Coaching
Consulting
Data Analysis
Myers-Briggs Type Indicator
CliftonStrengths
Situational Leadership II
Human Resources



Skills

Coaching
Consulting
Content Creation & Strategy
Core Competency Frameworks
Data Analysis
Development Assessments
Facilitation
Human Centered Design
Program Management



John M. DeMarco 101

I'm a certified career, executive, and leadership development coach with 18 years of experience coaching executives, people managers, top talent individual contributors, and physicians, through internal roles and contractual relationships. My clients represent a broad variety of industries with the majority being in technology, healthcare, and media. I'm currently exploring how synergies between human-led coaching and AI-led coaching can offer clients a sum greater than the parts. Visit my website (www.johnmichaeldemarco.com) to learn more about my coaching services and rates.



Professional Highlights

INTERNAL COACHING & LEADERSHIP DEVELOPMENT 2007 - 2023
T-MOBILE US | BELLEVUE WA (REMOTE)

- Coaching and leadership development for vice president, directors, senior managers, managers, and high potential individual contributors, across 70,000 employee organization that's been the fastest growing wireless company since 2013.
- Program ownership of data-driven core competency framework and associated tools, including 360 and 180 assessments; individual development planning; and integration into company-wide leadership model as well as employee experience and sentiment surveys. Ongoing content and process iteration based on data analysis, stakeholder input, best practice research, and Human Centered Design approaches.
- Creation and management of top talent programs.
- Active member of internal Diversity, Equity, and Inclusion networks.
- More than 100 coaching clients promoted to next level roles.
- Thousands of employees completed competency framework-based assessments and individual development plans.
- Winner's Circle Award for outstanding contributions to frontline organizations.

EXTERNAL COACHING 2007 -
JOHN M. DEMARCO | NASHVILLE TN (HYBRID)

- Career, Executive, and Leadership Development Coaching for business executives and top talent managers; physicians; certified public accountants; and attorneys.
- Affiliated with coaching programs administered by Lee Hecht Harrison (LHH), Vanderbilt University, and Belmont University.
- Senior manager CPA clients promoted to full partners and shareholders.

INTERNAL COACHING & LEADERSHIP DEVELOPMENT 2005 - 2007
HEALTH FIRST | ROCKLEDGE FL (ON SITE)

- Strengths-based coaching for business executives, physicians, managers, and top talent individual contributors across 5,000-employee hospital, clinic, and health insurance organization.
- Owner of leadership development and mentoring programs.
- Dozens of coaching clients promoted to next level roles, including CEO and vice president.

FINANCIAL ADVISING & PUBLIC SPEAKING 2003 - 2005
MORGAN STANLEY | INDIALANTIC FL (ON SITE)

- Coached and consulted with clients to help them clarify financial goals, assess current financial needs, and make sound investment decisions in the context of an overall financial roadmap.
- Designed and executed unique public speaking strategy across the community to gain exposure and meet potential investment clients.
- Converted several million dollars of non-revenue producing accounts into managed portfolios earning higher yields.