



Doug McKegney

Doug is an executive coach with a dozen years experience helping leaders execute strategy, transition rapidly to new positions and make real behavioral changes that enable them to win in challenging environments. As an executive coach within the ON TRAC Leadership Development Program at GEM Communications, Doug facilitates managing partners and practice group leaders through a proven four-step process that results in a transformational shift in their leadership performance and organizational results. Doug's life work is dedicated to helping leaders transform the institutions of our society. His commitment to this encourages his clients to step up and confront what they really want to contribute, but have sometimes been reluctant to share.

Experience

Doug's strength in working with professional services firms is his profound understanding of what it takes for professionals like engineers, scientists, physicians, lawyers and accountants to operate effectively in business environments and resolve the challenges they face when they assume leadership responsibilities.

Revealing the real problems and opportunities

Doug clarifies complex, confusing situations by summarizing their essential nature in vivid metaphors so his clients can access the root causes of the obstacles and opportunities they face and take action accordingly. The outcome? **Discernment. Confidence. Decisive action.**

Doing the right things with the right people at the right times

Doug shows his clients how to repeatedly choose the right path through constantly evolving, open-ended situations. The outcome? **Immediate business results that create traction for executing on a large scale.**

Hitting two targets with one arrow

Doug's process ensures alignment of his clients' personal and professional development with their companies' objectives. The outcome? **Sustainable learning through achieving tangible business results.**

Dissolving the box

Doug's style invites and encourages his clients to step outside the established systems, processes and cultures of their businesses and do whatever it takes to reinvent them. The outcome? **Transformation in leadership ability and organizational performance.**

Key skills

Transformational executive coaching:

- Transitioning executives to new roles
- Solving complex business problems
- Mobilizing entire organizations

An incisive understanding of people, cultures, business and the rapid evolution of our world, combined with a bias for action.

Education

Doug has a Masters in Communication from Simon Fraser University. He is a Certified Executive Coach, Certified Personal Coach and a Registered Corporate Coach.

Business affiliations

Worldwide Association of Business Coaches
Academy for Coach Training
Legal Marketing Association

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About GEM Communications Inc.

We are the leader in law firm transformation. We are an international team of coaches, consultants and trainers who help lawyers and their firms prepare for and profit from transformation in the legal industry.