



## CLARENCE NORMENT, PRESIDENT & CEO

LEADERSHIP STRATEGY, COACHING and PROGRAMS



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Clarence Norment knows the way to the top. He's got a passion for helping leaders take on their most difficult challenges and reach above their highest aspirations. With 25 years in management and consulting, Clarence has the proven ability to help individuals and organizations move through and beyond their goals. Drawing on his decades of experience as an outdoorsman and his numerous senior management roles, he's coached and trained thousands of leaders across a dozen industries, blending aspects of both worlds to help his clients achieve meaningful results and to enjoy the journey in the process.

Clarence has designed and directed award-winning leadership development programs for organizations ranging from Marriott International and MITRE Corporation to Kaiser Permanente and The American Red Cross. He's worked as an internal and external resource, built and managed coaching programs, and trained executives and human resource professionals to master coaching skills themselves.

In his work as an executive coach, Clarence partners with his clients to:

- Identify and address their most pressing challenges and opportunities as leaders
- Build self-awareness and examine the assumptions underlying their established patterns of action
- Develop new skills and approaches in critical areas, including leadership style, building effective working relationships, leading successful teams, managing conflict, and clarifying purpose and direction.

Clarence is a dynamic, engaging, and effective trainer with polished platform and facilitation skills, made stronger through his academic, on-the-job, and outdoor adventuring experiences. Clarence holds a Master's degree in Human Resource Development, as well as certification in leadership coaching from George Washington University, and a Bachelor's degree in Economics from the University of Michigan. In addition to his university studies, Clarence possesses certifications and experience with the following tools:

- Hogan Assessments
- The Leadership Circle Profile
- Situational Leadership II (Ken Blanchard Companies)
- The Authentic Leader (The Leadership Circle)
- The Extraordinary Leader (Zenger Folkman)
- The Managerial Styles Questionnaire and Organizational Climate Exercise
- MBTI, MBTI Step II, DISC, FIRO-B, TKI, and CPI 260 instruments
- International Coach Federation (ICF) certification

Clarence is a native to the Washington, D.C. area, and resides in Potomac, MD with his wife and three children. He is a National Parks, outdoors, and climbing enthusiast, drawing his sense of energy, inspiration, and adventure from these experiences, including 4 ascents of Mt. Rainier, a three-week journey to the Bolivian Andes, and numerous other outdoor expeditions.

