

Allison Cooley, MEd, Leadership and Performance Coach



As founder of Effectability, LLC, Allison specializes in coaching leaders and team members who aspire to a higher degree of performance and effectiveness. In addition to coaching, she helps leaders and teams work more effectively together through her workshops, seminars and retreats, and consults with organization leadership to help strategize and align for success.

Professional Background/Expertise

Allison's passion and focus over her 25+-year career has been to help team members, leaders and organizations develop the capability to more effectively work through challenges and transitions to achieve a higher level of success. She is the founder of two organizations dedicated to this passion - Training for Change and currently, Effectability, LLC. She is also a former organization effectiveness consultant and leadership coach for a Fortune 500 organization and a member of the leadership team at an international technology training organization. Known for her enthusiasm, candor, and her deep knowledge of people and organization systems, leaders turn to Allison for her ability to unpack complex problems and perceptively ask the right questions to help them find the root cause, sort through the clutter and see around the next corner.

Certifications and Credentials

- Board Certified Coach (Center for Education and Credentialing)
- Certified Executive Coach (Center for Executive Coaching)
- Myers-Briggs certified, currently pursuing Master MBTI status (CAPT)
- DiSC certified (RealSolutions)
- Organization development certificate (Linkage)
- Master of Education degree, Adult Education specialty (University of Minnesota)
- Certified Career Coach
- Certified facilitator, Coach, Lead Succeed (Richardson)

Coaching Niche

Allison has specific experience in the manufacturing, technology, finance/insurance and emerging business fields and has worked with numerous non-profits. Her coaching style and approach can be effective to:

- Become a more effective communicator and collaborator
- Develop or improve relationships
- Refine decision making processes and approaches
- Manage time and priorities more effectively
- Improve overall leadership and team member performance
- Work through conflict or mistrust among team members including executive leadership teams
- Negotiate more effectively
- Create or refine organization strategy, mission, vision or values
- Navigate through change, transition or conflict
- Develop non-profit boards to work more cohesively together
- Start a new business