

CATALYZING CHANGE

Creating spaces where leaders and organizations can THRIVE.

LEADERSHIP COACHING | ORGANIZATIONAL CONSULTING

Catalyzing Change LLC is a Washington, DC-based leadership coaching and organization development consulting firm serving nonprofits, government agencies, educational institutions, and mission-driven organizations. We partner with leaders, teams, and systems to transform from the inside out — building the structures, culture, and capacity needed for lasting impact. **Because when people thrive, organizations do too.**

EXECUTIVE & LEADERSHIP COACHING

Lead with clarity. Show up with confidence. Create impact that lasts.

- ICF-aligned coaching for executives, managers & emerging leaders
- Customized coaching plans aligned to leadership goals
- 360 feedback & stakeholder input (interview-based)
- Team and group coaching engagements
- Real-time application of new leadership strategies

ORGANIZATION DEVELOPMENT & CHANGE MANAGEMENT

Align your people, purpose, and process and build what sustains it.

- Organizational, culture, and needs assessments
- Strategic planning and implementation
- Change management and stakeholder engagement
- Leadership frameworks and competency models
- Organizational design and process improvement
- Project Management Office (PMO) Support

FACILITATION & LEARNING EXPERIENCES

Build skills. Strengthen relationships. Move groups forward.

- Workshops, team retreats, and leadership offsites
- Custom leadership development & learning experiences
- Facilitated team-building and conflict navigation
- Facilitation for groups of all sizes — virtual, hybrid, in-person
- Interactive activities and reflection exercises

WHY CHOOSE US

- 1 Human-Centered Practice** — We honor the fullness of people and design engagements that build trust, safety, and collective ownership.
- 2 Co-Creation & Customization** — Every engagement is shaped with clients, not for them, ensuring solutions fit context, capacity, and aspirations.
- 3 Research-Informed & Data-Driven** — Our methods blend OD research, behavioral science, and real-world learning to deliver evidence-based insights.
- 4 Cross-Sector Expertise** — Government, education, international development, philanthropy, nonprofits, and community-based organizations.
- 5 Sustainable Impact** — We build structures, skills, and systems that help change endure long after the engagement ends.

PAST PERFORMANCE

- **BridgeYear** — Leadership Development Training
Jul 2025 – May 2026
- **Georgetown University** — Strategic Planning Facilitation
Jul 2025 – Mar 2026
- **U.S. Department of State** — Executive Leadership Coaching
Sep 2025 – Jan 2026
- **Philanthropic Foundation (Confidential)** — Board Retreat & Strategic Facilitation
Dec 2024 – Aug 2025
- **USAID** — OD & Change Management Support
Dec 2023 – Feb 2025
- **Yellowstone Schools** — Leadership Development Framework
Sep – Dec 2024



PRINCIPAL CONSULTANT

Christina L. Scott

FOUNDER & CHIEF CATALYST

With 15+ years of experience preparing leaders, teams, and organizations to perform at their best, Christina is a Washington, DC-based executive coach, organization development consultant, and facilitator. She founded Catalyzing Change LLC to bring people-centered OD practice to mission-driven organizations — designing and leading leadership development programs, large-scale change initiatives, and strategic planning engagements for nationally recognized institutions across the DMV and beyond.

MSOD • American University

Executive Coaching • Georgetown

MA Education • Univ. of Maryland

PMP Certified

ICF-Aligned

BA • Fordham University

541611 – Admin & General Mgmt. Consulting • **541612** – HR Consulting Services • **611430** – Professional & Mgmt. Development Training • **541618** – Other Mgmt. Consulting Services