

Coaching Bio and Head Shot

Name: Martha Wescoat-Andes

Title: Leadership and Health & Wellness Coach in the Public Sector



Martha Wescoat-Andes is an accomplished leadership and health & wellness coach with a focus in the public sector, particularly higher education. Martha partners with leaders at various levels to identify their most important goals and then supports them as they seek greater awareness of themselves and others to reach new insights and tap into their personal motivations. Gaining this awareness enables her clients to identify and pursue actions that lead toward their specific goals. As a leadership coach Martha is skilled in change management at the leadership and organizational level as well as personal transformation at the individual level. She is certified in Gallup's StrengthsFinder and Appreciative Inquiry as well as skilled in various models of emotional intelligence.

As a health & wellness coach Martha helps leaders who are interested in bringing wellness forward in their leadership and personal lives so that they thrive and so do those around them. By integrating wellness into leadership Martha supports clients as they strengthen their self-leadership to better align their professional and personal lives, thus increasing fulfillment and effectiveness while mitigating stress and burnout.

In addition to being a coach, Martha is an experienced leader in public higher education. Her career includes leadership roles within the University of California system, the California Community College System, George Mason University, and now William & Mary. While Associate Dean for Administration in the College of Science at Mason for 10 years, Martha also served as a leadership coach in the supervisor series assisting faculty as they transitioned into chair and

director roles and staff who were moving into leadership positions. Martha brings to her coaching a deep understanding of the unique leadership environment within public higher education and the delicate role that academics often face in peer leadership and shared governance. Martha is currently the Senior Associate Provost for Planning & New Ventures at William & Mary where she collaborates with faculty, staff, and students on major initiatives.

Martha has an MBA from Columbia University in Marketing and Strategy and a BA from Smith College in Government. Her coaching training for leadership is through George Mason University and for health & wellness through Georgetown University. She is credentialed through the International Coaching Federation (ICF) and the National Board for Health & Wellness Coaching (NBC-HWC).

In addition to serving as an internal leadership coach within universities, Martha coaches engineers and scientists working within the Department of Energy, junior officers within the Army, and women interested in modifying lifestyle behaviors for better health outcomes.