



Candi Campbell, PCC

Executive & Leadership Coach

At a Glance

- 14+ years as a professional executive coach
- 23 years of leadership & management service in the Intelligence Community
- Active TS/SCI with CI Polygraph
- Professional Certified Coach (PCC), International Coach Federation

Academic Qualifications

- Leadership Coaching for Organizational Performance, George Mason University
- Creative Leadership, University of Maryland School of Public Policy
- B.S., Business Management (Minors: Human Resources, Marketing), George Mason University

Certifications & Assessment Tools

- Certified Facilitator, Crucial Conversations
- DiSC® Personality & Management Profiles
- Myers-Briggs Type Indicator (MBTI)
- FIRO Element B
- Leadership Practices Inventory (LPI®); ACUMEN® Leadership WorkStyles
- Benchmark 360

Summary

Candi Campbell helps leaders navigate the moments that matter most — promotions, reorganizations, and high-stakes transitions — drawing on a rare combination of experience: 23 years in leadership and management roles across the Intelligence Community, and more than 14 years as a professional executive coach. She has coached leaders at every level, from emerging officers to senior executives, and is credentialed as a Professional Certified Coach (PCC) through the International Coach Federation. Her clients consistently point to the same thing: she pairs structured assessment tools with the practical judgment of someone who has led inside high-consequence, mission-driven organizations.

Representative Clients

Candi's client organizations span federal, defense, and intelligence agencies as well as private-sector and non-profit organizations.

Federal, Defense & Intelligence Clients

- Central Intelligence Agency (CIA)
- National Reconnaissance Office (NRO)
- Office of the Director of National Intelligence (ODNI)
- National Geospatial-Intelligence Agency (NGA)
- U.S. Food and Drug Administration (FDA)
- Federal Occupational Health
- ERPi

Community & Professional Affiliations

- Leadership Arlington
- George Mason University
- Catholic Charities of the Diocese of Arlington — Jobs Ministry — Christians Are Networking
- St. Margaret of Cortona Parish

Coaching History & Experience

2015–Present *Campbell Consulting Solutions, Centreville, VA*

Consultant / Facilitator / Executive Coach / Mentor Coach

- Trained more than 200 employees, managers, and executives at a private-sector client in Crucial Conversations, customizing the curriculum to the client's specific workforce challenges; completed over several months with strong results.
- Provides ongoing mentor coaching to professional coaches renewing their ICF credentials.
- Serves as executive coach to newly hired executives at a high-growth staffing company.
- Co-facilitated a half-day, DiSC®-based team coaching event for the diversity and inclusion staff of a major Intelligence Community organization; a follow-up months later confirmed the work's lasting impact.

2016–2023 *Suntiva, Falls Church, VA*

Consultant / Executive Coach — National Geospatial-Intelligence Agency (NGA)

- Delivered coaching under NGA's All Leaders Coaching Program (ALCP) to employees from Band 3 through incoming SES/SIS senior executives, helping them refine performance standards and strengthen relationships with managers and teams.
- Facilitated Coaching Cafés, upward-feedback sessions, spot-coaching, and speed-coaching events, extending professional coaching access to any employee who wanted it.
- Led five Cultural Facilitation sessions in 2021, gathering employee feedback that informed NGA senior leadership's framework for a more diverse and inclusive workforce.

Earlier Intelligence Community Leadership

During her career at the Central Intelligence Agency and in tours with the National Reconnaissance Office, Candi directly supported senior leaders with data analysis and consultation during critical transitions and realignments — experience that now informs her coaching with clients facing similar inflection points. She also supported the CIA's Center for Leadership Development and coached emerging leaders through the NRO's Leadership Launch for Supervisors program.

Coaching Approach

Candi sees coaching as a powerful tool for people at every level — helping them navigate transitions, step into management, define what's possible, and find a safe space to work through difficult situations. Over the past five years, she has extended this approach to leadership coaching engagements with the U.S. Food and Drug Administration and Federal Occupational Health's leadership program, and to Band 5 employees at NGA, while facilitating events on building resiliency, upward feedback, team building, DiSC®, and Crucial Conversations.

She also regularly provides pro bono coaching for Leadership Arlington and Catholic Charities of the Diocese of Arlington's Jobs Ministry.