

L’Lorenzo Seabrook, MBA, PCC, CTPC

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Overview

L’Lorenzo partners with senior leaders across federal agencies, Fortune 500 companies, academic institutions, and nonprofits who are ready to lead differently. He has delivered more than 3,000 coaching hours since 2013, building on 30 years in the U.S. Army that include 18 years in Special Operations. He brings a rare combination: the tactical precision of military leadership development, the transformative depth of ontological coaching, and the cognitive breakthrough of polarity thinking. He works most often with directors, vice presidents, and executives who are stepping into expanded roles of responsibility, navigating organizational change, or carrying the weight of decisions that affect organizations. Leaders turn to L’Lorenzo when the stakes are high and traditional approaches fall short.

Coaching Approach & Philosophy

L’Lorenzo’s coaching emphasizes an integrative approach focusing on the whole person and their leadership presence, using an ontological lens that shifts clients from “doing” leadership to “being” leaders. This approach focuses on three core dimensions. First, he supports his clients by developing their capacity to lead in situations that matter, particularly in high-stakes environments where trust and alignment are essential. Second, he develops the resilience and adaptability that allows a leader to navigate continuous change while improving performance. Third, he strengthens the inner boldness that promotes breakthrough results, authentic engagement, and long-term organizational health.

His coaching style draws on practical experiences, strategic perspective, and well-timed humor. He holds all engagements within the ICF Code of Ethics. Clients describe the work as both challenging and supportive: he names what is hard to name, then stays present while the client decides what to do. One Department of Defense Director shared: “With his partnership, I’ve come to some realizations that have made me excel as a leader and step into my next phase with confidence.”

Client Impact & Outcomes

L’Lorenzo’s clients report shifts in how they lead and how their teams experience their leadership. Common outcomes include increased job satisfaction and professional fulfillment, reduced stress and enhanced emotional resilience, greater self-confidence in navigating ambiguity, and improved organizational effectiveness. Equally important are the changes that do not appear on instruments: the team members who were about to resign and decided to stay, the difficult conversation with a peer that finally happened, or the decision to leave a role that had been quietly diminishing them and the team’s performance. Participants from the University of Maryland’s Smith Business School noted: “L’Lorenzo creates a safe environment where people feel free to express their thoughts and opinions. We felt empowered to propose new methods to achieve our goals.” A federal economist remarked: “While I was sometimes frustrated that you would not give me the answers, I am now grateful that you did not. What I learned is that I will always be able to solve future issues on my own.”

Client Experience

Since 2013, L’Lorenzo has delivered more than 3,000 hours of coaching to senior leaders. His client base spans federal agencies (the largest segment), Fortune 500 companies, academic institutions, and international nonprofits. He maintains a pro bono coaching practice with transitioning military members

and veterans, which both honors his own transition and keeps him close to the population whose leadership development he deeply understands. Due to his impact and commitment to sustained client progress, L’Lorenzo is frequently engaged in extended coaching relationships with select senior leaders.

Leadership Development & Facilitation

Beyond one-to-one coaching, L’Lorenzo designs and delivers leadership development programs that combine instruction, applied practice, and structured reflection. Recent engagements have included team performance interventions for federal senior executive teams and multi-day immersive programs for emerging senior leaders. Federal clients have described his facilitation in three recurring terms: he is steady when the room is not, he asks the question the group has been avoiding, and he leaves teams with a small number of decisions rather than a long list of insights.

Current Roles

- President, True Compass LLC, a professional coaching and consulting firm
- President, International Coaching Federation (ICF) Washington DC Metro Chapter
- Coaching Fellow, George Mason University’s Continuing and Professional Education

Education

- Doctorate (Ed.D) Leadership concentration – anticipated completion Dec 2027 | Liberty University
- Master of Business Administration (MBA) Leadership concentration - 2018 | Excelsior College
- Bachelor of Science – Management / Human Resource Management - 2010 | Park University

Executive Education

- Leading Change and Organizational Renewal | Harvard Business School
- Negotiation for Senior Executives | Harvard Law School
- Dealing with Difficult People and Difficult Situations | Harvard Law School
- U.S. Army Sergeants Major Academy Graduate

Professional Certifications & Coaching Education

- Professional Certified Coach (PCC) | International Coaching Federation
- Leadership Coaching for Organizational Performance | George Mason University
- Certified Team Performance Coach | Team Coaching International
- Living Mastery | NewField Network
- Foundation of Ontological Learning | NewField Network

Specialized Assessments and Methodologies

- Foundational Practitioner | 6 Team Conditions
- Polarities Approach to Continuity and Transformation™ Practitioner | Polarity Partnerships
- Trust at Work® Certified Practitioner | Trust at Work®
- Success through Observer Action Results (SOAR) (Train-the-Trainer) | Chalmers Brother
- Successful Strengths Coaching (CliftonStrengths) | Gallup
- Hogan Assessment and Advanced Feedback | Hogan
- Mission Critical Team Development Program | Mission Critical Team Institute