

Ashira D. Jones, MBA

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Leadership
Presence
Studio®

SUMMARY

Leadership development professional with 20+ years of experience designing and delivering leadership and career development programs for early-career professionals through senior leaders. PCC-certified coach with expertise in individual coaching, leadership assessments, and workshop facilitation. Known for creating high-trust environments that support leadership readiness and effectiveness.

PROFESSIONAL EXPERIENCE

Founder & Executive Coach

June 2021 – Present

Leadership Presence Studio (formerly Perfect Ten Coaching)

- Created Lead Anyway: A Watercolor Workshop, a hands-on leadership workshop built on the Watermark Leadership™ framework, in which participants use watercolor to see how they respond to control, speed, and recovery under pressure.
- Designed and delivered leadership development experiences that integrate individual coaching, assessments, and facilitated workshops to support leadership readiness and effectiveness.
- Facilitated peer-based leadership development groups for senior women leaders, creating structured spaces for skill development, reflection, and peer learning aligned to leadership challenges.
- Led a Leadership Circle Profile 360 engagement for a leadership team, managing a team of coaches supporting delivery, coordinating assessment administration, synthesizing feedback, and debriefing leaders on their results and development priorities.
- Designed and launched Look Within – Soar Beyond, a multi-part leadership development program combining workshops, facilitated group learning, and individual coaching to support skill development and role readiness for new and rising leaders.
- Provided ongoing leadership coaching to individuals across career stages, supporting transitions, growth, and progression into roles of increased responsibility.
- Built and maintained systems that support leadership development delivery, including scheduling, assessments, communications, documentation, and participant tracking using digital platforms.

Associate Faculty

September 2026 – Present

Fielding Graduate University (Remote)

- Deliver synchronous online instruction in coaching theory for Fielding's ICF Accredited Coach Training Program, teaching to the ICF core competencies across four eight-hour virtual days with groups of up to nine students.
- Provide individual mentor coaching to graduate students pursuing ICF credentials.
- Conduct observed coaching sessions and final performance evaluations, delivering verbal and written qualitative feedback through the university's course registration system.
- Lead live coaching skills training via Zoom, maintaining regular contact with enrolled students throughout each term.

Director of Coaching

July 2020 – November 2022

Coaching for Everyone (Remote)

- Led the coordination and delivery of coaching programs serving individuals and nonprofit organizations, supporting leadership and career readiness through structured onboarding, matching, and program ops.
- Managed and supported a network of volunteer coaches, ensuring alignment to program goals, consistent delivery standards, and readiness to support participant development.
- Designed and maintained coach-participant matching and onboarding processes to support effective developmental relationships and program adoption.
- Facilitated orientation sessions for coaches and participants, clarifying expectations, roles, and program structure.
- Supported program operations and continuous improvement through documentation, coordination, and refinement of onboarding and delivery processes.

Coach Practice Lead & Executive Coach

June 2019 – June 2021

Management Concepts (Tysons Corner, VA)

- Advised organizational leaders on the design and implementation of leadership development initiatives aligned to organizational priorities and leadership capability needs.
- Designed and facilitated leadership development workshops focused on emotional intelligence, leadership effectiveness, and team capability across supervisory, managerial, and senior leader audiences.
- Recruited, evaluated, and supported contract coaches to ensure readiness and consistency in leadership development delivery.
- Delivered individual leadership coaching engagements supporting leadership skill development, decision-making, and readiness for expanded leadership responsibilities.

Senior Career Services Specialist

April 2017 – June 2019

2U (Lanham, MD)

- Provided career development advising to graduate students, supporting career progression, role readiness, and skill development across multiple academic programs.
- Guided students through career planning, job search strategy, résumé development, interview preparation, and salary negotiation.
- Created a Career Services Toolkit used by Student Success Advisors to integrate career resources into student advising and support career readiness across graduate programs.

Senior Organizational Development Consultant

September 2015 – August 2016

Organizational Development Consultant

June 2013 – September 2015

Navy Federal Credit Union (Pensacola, FL)

- Partnered with senior leaders to conduct organizational needs analyses and design development initiatives supporting leadership capability, career progression, and internal mobility.
- Designed and facilitated employee engagement and development forums to surface skill gaps and inform targeted development interventions.
- Served as a subject matter resource on coaching curriculum implementation and vendor evaluation to support leadership development offerings.
- Facilitated individual and group development sessions focused on leadership self-awareness, communication, and leadership effectiveness.

Talent Development Lead & Client Manager

January 2003 – June 2009

INROADS (Omaha, NE)

- Coordinated and led leadership development workshops for early-career college students, managing facilitators, logistics, and participation to support leadership and career readiness.
- Provided individual coaching and advising to college students across the Midwest region, supporting skill development, academic success, and transition into professional roles.
- Supported students from diverse backgrounds in navigating early-career decisions, career pathways, and readiness for entry into the workforce.

EDUCATION

MBA

August 2010

University of Nebraska Omaha

Bachelor of Science, Management Information Systems

May 2002

University of Nebraska Omaha

CERTIFICATIONS

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| ▪ Certified Professional Co-Active Coach (CTI) | ▪ Professional Certified Coach (PCC ICF) |
| ▪ Leadership Circle Profile Certified | ▪ Hogan Assessments Certified |
| ▪ Certified StandOut Debrief Coach | ▪ EQ-i 2.0™ and EQ-360™ Certified |
| ▪ Voices® 360° Certified | ▪ MBTI Certified |
| ▪ Executive & Leadership Development Coach (The Academies) | |