



DENICE R. HINDEN PHD, PCC

*PRESIDENT,
MANAGANCE COACHING*

Denice is on a mission to ignite passion and a sense of unlimited possibility into professional association and other nonprofit workplaces through conscious energetic leadership and positive, engaging, and trusting conversations.

As a Professional Certified Coach (PCC) with over 2500 hours of coaching experience, Denice raises leader awareness about attitudes and behaviors that inspire high performance, meaningful results, and more joy at work and in life in general. Six leaders have become CEOs, several leaders have been promoted or found new positions, and several other leaders have led their organizations to new levels of accomplishments.

As a planner and meeting facilitator, Denice guides teams, groups, and Boards of Directors to co-create shared visions, effective growth strategies, and transformational organizational culture change. Since 2000, she has guided the successful development of over 120 strategic plans that have helped organizations attract millions of new dollars and deliver more of their missions.

Unique accomplishments since 2000 include:

- Author of *Leveling Up Leadership: Taking Leadership to the Next Level: A Year of Stimulating Essays to Discover More Joy in Leading & Inspiring Others* (E-Book Amazon.com)
- Co-author of a groundbreaking book, *The Nonprofit Organizational Culture Guide: Revealing the Hidden Truths that Impact Performance* (Jossey-Bass, 2011).
- Lead researcher and co-designer of Executive Transition Management (ETM), a methodology for effectively supporting nonprofits through leadership transitions.

complimentary leadership tools

Envision Your Leadership Elevated

<https://assess.coach/managance/>

We immediately email a report that helps you gauge where to deepen your leadership capacity and offers you tools to experiment with right away.

Leadership Elevated Blog

<https://managance.com/blog?category=Blog>

Published Articles

<https://managance.com/blog?category=Article>

Videos

<https://managance.com/blog?category=Video>

Podcasts

<https://managance.com/blog?category=Podcast>

“EVERY STAFF AND VOLUNTEER WORKING IN A PROFESSIONAL ASSOCIATION OR OTHER NONPROFIT ORGANIZATION – REGARDLESS OF THEIR TITLE – IS A LEADER IN THE WAY THEY MOTIVATE THEMSELVES AND OTHERS TO ACTION THAT MAKES A DIFFERENCE. WE INSPIRE LEADERS TO FIND THEIR JOY AND WITH IT THEIR NEXT LEVEL OF WHAT’S POSSIBLE.”

Before coaching and consulting, Denice had a successful career in nonprofit and public management in positions ranging from program associate to executive director.

Denice earned an M.S. in Human Services from Nova Southeastern University and a Ph.D. in Public Administration from Florida International University. She is a Professional Certified Coach through the International Coach Federation. Denice is also Certified in Conversational Intelligence® and an Energy Leadership Index Master Practitioner™.

Denice is deeply committed to advancing coaching, facilitating virtually and in-person through continued professional development.

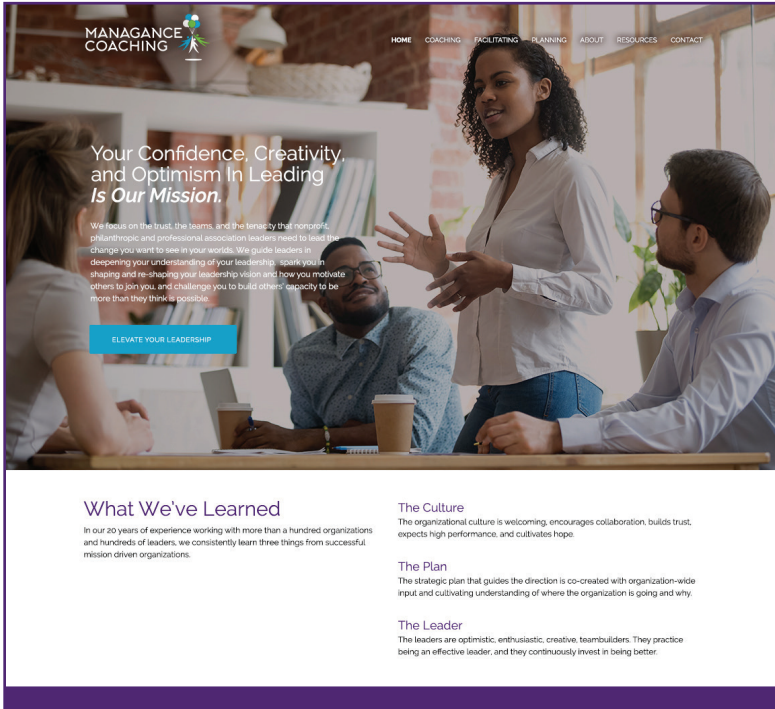
Denice lives in Mission Viejo, California, where she enjoys making beaded jewelry and taking long-walks. She lives with Larry, her husband and business partner of 20 years, and their dogs Apollo, Comet, Mercury, and BluMoon.

MANAGANCE COACHING

*Elevating Leaders.
Energizing Leadership.*



leadership development & strategic thinking



What Our Clients Are Saying:

Denice was an amazing coach. She was introduced to me at a pivotal time in my career. I was branching out into areas that I was not familiar with. Denice worked with me to give me the confidence and skills to not only address those areas but also see them as opportunities to grow and advance my skillset. Her style of coaching is highly tailored to one's individual needs and she is very adept at discerning what roadblocks need to be addressed and how to do that. Working with her was a wonderful and positive experience.

Deby Kinman-Ford, Co-Founder CEDAR Learning

"Denice spoke to us from an equal and respectful stance. She was honest and a true communicator. I never lost track of what she was saying and never felt bored. She is the best at what she does, and I felt honored to be part of the plan...I do have value here."

Anonymous Staff Member, Goodwill Greater East Bay

I've worked with Denice in many capacities - as a coaching client and as a board member of one of her client organizations. She is not only incredibly talented, but she is also thoughtful and passionate. As a coach she provided amazing insight, guidance, and mentorship. After every session I had new knowledge and action steps that allowed me to take my business and confidence to the next level. As a board member, I experienced her facilitation of our organization's strategic plan and ongoing leadership support. I highly recommend Denice in either capacity, and it was a joy working with her.

Ana Kornegay, Hummingbird Branding & Marketing,

Working with Denice has prepared me to take the next leadership step in my field of nonprofit management. She has a passion for developing senior leaders which motivated and challenged me to look deeper into ways I work with and interact with colleagues and my direct reports. This is the best investment I have made in my own personal development. My growth has been observed and praised by my board of directors and senior leadership in my organization. Often, I am asked what has propelled my development and I contributed much of it to working with Denice. I am confident, focused and engaged, ready for the next opportunity to lead.

Genia Weldon, President & CEO, Chattanooga Goodwill,

"Your approach and delivery is masterful, you don't take up all the oxygen in the room. You are incredibly sensitive, and calm, creating an opportunity for everyone to be heard. You provide readable PowerPoint slides that facilitate a high level of strategic thinking. It's been quite remarkable watching the number of people you handle with short-focused sessions that leave participants wanting to say more."

Reese Fayde, Community Development Consultant, NYC

Company Bio

Managance Coaching is a professional services firm with offices in Southern California and Central Maryland. In 2020 Managance celebrated 20 successful years in business. Our clients located globally represent a diversity of professional and social and missions.

We are a leader in equity and inclusion. Our clients come from all walks of life, and so do we. We strive to continually lead with our values and beliefs that enable our clients and our team members to bring their full selves and creativity to every conversation.

Denice and Larry Hinden established Managance following Denice's 17-year career working at three notable nonprofits in Miami, Florida, and Baltimore, Maryland. We operate with an agile virtual office structure with a team of 2 senior consultants and a chief financial officer. We also have a global network of diverse coaches, senior consultants, and specialty firms we partner with to augment our capabilities.