



JOHN M. DEMARCO, LLC

Coaching authentic human leaders facing complex, nuanced problems



Contact

Schedule a call with me:

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Education

Graduate Certificate (in progress)
Human-Centered Design Thinking
Colorado State University

Graduate Certificate
Executive & Professional Coaching
University of Texas at Dallas

Master of Divinity
Asbury Theological Seminary

Bachelor of Science
Communications
Florida State University

Certifications

Coaching (International Coaching Federation)

Human Resources (HRCI)

Hogan Assessments

Myers-Briggs Type Indicator

CliftonStrengths (Gallup)

Design Thinking (In Progress)

Consulting (ATD)

Data Analysis (University of Chicago)

FranklinCovey Suite

Situational Leadership II (Blanchard)

Core Skills

Assessments

Coaching

Consulting

Content management

Creative writing

Design thinking

Facilitation

Leadership development

Learning agility

Manager development

Marketing

Mindfulness

Networking

Program management

Relationship building

Speaking

Strategic thinking

Storytelling

Training

SOME CURRENT HEALTHCARE PAIN POINTS

- 1. Worker Burnout and Stress:** Nearly 50% of healthcare workers report experiencing burnout, leading to reduced job satisfaction, mental and physical health issues, increased absenteeism, reduced productivity, lower quality of patient care, and higher rates of medical errors.
- 2. High Turnover Rates:** With 60% of healthcare workers planning to leave their jobs within five years, the industry faces significant retention challenges, impacting patient care and increasing the workload on remaining staff.
- 3. Workforce Shortages:** The healthcare sector is grappling with a growing shortage of skilled workers, particularly in critical roles like nursing, imaging technicians, and pharmacists. This shortage exacerbates the burden on existing staff and impacts the industry's growth and service delivery.
- 4. Long Work Hours:** Healthcare workers often endure long hours and overnight shifts, which are linked to serious health conditions such as heart disease and stroke. This issue underscores the need for better work-life balance initiatives.
- 5. Financial Pressures and School Loan Debt:** Many healthcare workers, particularly those in support roles, struggle with low wages and significant student loan debt, creating financial stress that deters new entrants to the field.
- 6. Organizational Problems and Technology Roadblocks:** Poor organizational structures and slow adaptation to new technologies cause frustration among healthcare workers. Issues such as siloed technology and data integration problems contribute to inefficiencies and staff burnout.
- 7. Workplace Violence and Incivility:** Healthcare workers face physical and verbal attacks, which impact their safety and well-being. Addressing these issues through robust reporting structures and zero-tolerance policies is crucial.

HOW COACHING HELPS HEALTHCARE LEADERS

Executive coaching can help healthcare leaders address these pain points by enhancing their leadership skills, emotional intelligence, and strategic thinking. By fostering a supportive environment, coaches help leaders manage stress, improve communication, and build resilient teams, thereby reducing burnout and turnover. Coaches guide leaders in implementing effective work-life balance initiatives, fostering a positive organizational culture, and adopting new technologies to streamline operations. They also assist in developing strategies to address workforce shortages and financial pressures, such as advocating for better compensation and debt relief programs. By promoting safety and addressing workplace violence, executive coaching ensures a healthier, more productive work environment.

WHAT JOHN BRINGS TO THE TABLE

John's extensive background in executive coaching and healthcare positions him as an ideal coach for healthcare executives. With certifications in Hogan Assessments, Myers-Briggs Type Indicator (MBTI), and CliftonStrengths, John offers tailored coaching that enhances leadership skills and emotional intelligence. His experience at Health-First Inc., where he provided strengths-based coaching for business executives, physicians, and top talent, and Vanderbilt University Medical Center demonstrates his ability to address industry-specific challenges. John's expertise in program management, content creation, and leadership development, combined with his ability to foster a positive organizational culture, equips him to help healthcare leaders navigate stress, burnout, and workforce shortages effectively. His strategic insights and personalized coaching approach ensure that executives can implement sustainable improvements within their organizations.