



Melissa Hinrichs

Coach / Facilitator

Melissa inspires the ideas and actions that drive success.

With 25+ years' immersion in the study of talent, Melissa applies a strengths-based lens to uncover, explore and grow the potential of every individual and team towards goals.

Clients appreciate Melissa's ability to:

- Facilitate open and honest dialogue, providing a safe space for exploration and growth
- Understand and addresses the human dynamics that impact leadership and organizational success
- Empower leaders and teams to navigate challenges and achieve peak performance, even under pressure
- Integrate business acumen with a deep understanding of human behavior to help leaders maximize their influence
- Foster collaborative environments where individuals and teams can explore challenges, set goals, and achieve meaningful results

Areas of expertise:

- Providing powerful one-on-one coaching to support leadership development and growth.
- Aligning executive teams to enhance collaboration, communication, and strategic execution.
- Facilitating impactful workshops and offsites to drive engagement, innovation, and organizational change.
- Designing and delivering practical leader development programs that cultivate essential skills and behaviors.
- Partnering with a diverse range of clients, including C-suite executives, founders, high-potential employees, and rapidly growing businesses.

More about Melissa

Melissa's background in business and positive psychology allows her to help leaders enhance their performance, personal effectiveness, and overall well-being. She specializes in guiding high-potential employees transitioning into management roles, empowering executives in expanding their influence through talent development, and supporting startups to establish robust, meaningful cultures.

Melissa's passion for facilitating growth and her deep understanding of organizational psychology enable her to implement effective skill sets that drive both personal and professional success, aligning teams and maximizing organizational impact.

A certified CliftonStrengths Coach, Melissa honed her expertise working under Dr. Don Clifton, a pioneer in Positive Psychology. Based in Omaha, Nebraska, she is a graduate of the University of Nebraska and actively contributes to the field through her service on multiple national boards dedicated to promoting professional development through the lens of positive psychology. When she isn't helping others you can find her spending time with her husband, two kids and lovable goldendoodle.

Client Testimonials and Client List

Melissa brings gifted professional experience and learned but seasoned practices to her passion of recognizing and developing what is right in people and helping them explore and discover their best fit in career and life. She has proven she can work with large corporations or smaller and emerging businesses in shaping leaders and teams with a personal touch that gets needed corporate results.

– Jim, Professor, Point Loma University

Melissa worked with our team to help us understand our natural talents and strengths. Her work has helped us become more productive as a team. She draws upon years of coaching and facilitating experience and we couldn't be happier with what we learned.

– Dan Douglas, Founder and President of Iridian Group

Melissa was great to partner with! She and her team provided coaching that helped individuals gain more self-awareness, understanding of our talents and how to best apply them in order to achieve optimal personal and business outcomes. During a facilitated team session, she guided us in identifying ways to better collaborate and work as a more cohesive team.

– Sean, Assistant General Manager, Stormchasers

Melissa brings a keen ability to listen, simplify complex problems and create individualized solutions that meet the demands of our business. She is my life-line to help me problem solve with people-centric solutions that meet the growing demands of our business.

– Lesley Brandt, Owner, PlanitOmaha

I have become a better leader and have increased the performance of my team through my partnership with Melissa. She focuses on the strengths of the team and helps us better achieve goals by calling upon our talents. A trusted advisor, we face challenges together so we may become a leading workplace in employee engagement.

– Randy Brown, Director of Talent and Strengths Development, Monroe Public Schools

