



Empowering Culture.

Engaging Curiosity.

Energizing Creativity.®

FOUNDATIONAL COACHING® LLC

Joshua Marano, MA, PCC, BCC | Founder & Certified Coach
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PERSONAL & EXECUTIVE COACHING

STATEMENT OF WORK (SOW)

Current as of: 10 January 2026

FC Vision: Your champion for discovering potential to build and restore peak performance in the mind, body, and spirit for you and your team!

ABOUT YOUR COACH

Intersecting belief in unseen potential with the power of visualization, I coach others to navigate transitions with authenticity, faith, and vision. Leaders and teams come to me when they need to transform their culture, decision-making, communication, and performance.

Your clarity and success are the heart of my mission. Calmly navigating uncertainty, embracing novelty, and revealing opportunity are my gifts. I partner with you in a transformative process that establishes your vision, reveals your potential, aligns your strengths, and propels you towards peak performance. Gifted in facilitating developmental workshops, hosting learning seminars, and public speaking, I thrive in helping others create, restore, and sustain successful lives, cultures, and teams.

With more than two decades of leadership experience as a prior-enlisted U.S. Marine Corps infantry officer, and having an extensive background in applied psychology, I bring a unique perspective to personal and professional development. I currently serve in Norway as a Subject-Matter Expert/Advisor to NATO Command Structure headquarters, where I coach top multinational executives and their teams and facilitate world-class workshops. Additionally, as a behavioral scientist, I have designed and led developmental programs in various cultures and communities.

Alongside my professional endeavors, and above all else, I am a man of faith, a husband, a father, and a friend. As a happily married man with three beautiful daughters, time exploring nature with my family is my greatest source of inspiration and grounding.

From onboarding new employees to navigating the opportunities and challenges presented to senior executives, you and your people remain my focus and the cornerstone of all success. I look forward to our fruitful partnership.

Sincerely,



Joshua Marano, MA, PCC, BCC | Founder & Certified Coach



CREDENTIALS, EDUCATION, & EXPERIENCE

- [Professional Certified Coach \(PCC\)](#) | International Coaching Federation (ICF)
- [Board Certified Coach \(BCC\)](#) | Center for Credentialing & Education
- [Advanced Certified Personal & Executive Coach](#) | College of Executive Coaching
- Certified Practitioner of the Myers-Briggs Type Indicator® ([MBTI®](#)) [Step I™](#) and [MBTI Step II™](#) Assessments
- Certified Practitioner of the Multi-Health Systems [Emotional Quotient-Inventory \(EQ-i\) 2.0®](#) and [Emotional Quotient \(EQ\) 360®](#) Assessments
- Ph.D. Student in Industrial/Organizational Psychology (Current)
- Master of Arts in Applied Psychology: Developmental Psychology
- Bachelor of Science in Business Management
- 2,300+ Hours of ICF Certified Coaching:
 - 1,100+ Hours of Personal Coaching
 - 1,100+ Hours of Executive & Group Coaching

Humility

This is our continuous posture. We promote a culture where all are recognized as students of each other's experienced thoughts, actions, and reflective feedback. All are quick to listen to, deliberate to understand, and eager to practice each other's ideas.

Identity

All understand who they are and why they are valued as individuals and team members. We clearly articulate our purpose and desired future state. Our thoughts are divergent, and our actions are decentralized, to leverage our creativity and strength.

Resilience

We accept and press through every task or challenge with unified tenacity and unwavering positivity. We are always attentive to, but never fascinated or bound by, our thoughts, surroundings, circumstances, or opposition.

Teamwork

We pursue and welcome a culture of collaboration and feedback from inside and outside our team, ultimately promoting timeless and unbiased growth. Teamwork ties the other three principles together and empowers us to be the team with (and on) which everyone wants to work.

"At Foundational Coaching, your coaching experience is founded on just that - YOUR experience!"



Pre-Coaching: Site Survey

"Try before you buy" with no commitment until signing the FC Agreement.

- Client Questionnaire | Free Character Strengths Survey
- Two-Way Discovery & Alignment | Schedule Sessions | Sign FC Agreement

Building Phase 1: The Foundation (Months 1-3)

Contact for rates | 2-3 sessions per month (bi-weekly)

- Session 1: Building Design
 - Appreciating Your Strengths
 - Discussing Your Future Self
- Session 2: Breaking Ground
 - Establishing Your Vision
 - Aligning Your Strengths
 - Laying Your Cornerstone
- Bi-Weekly Sessions: Laying the Foundation
 - Intrapersonal Focus on Behavioral Preferences, Humility, and Identity
 - Advanced Assessment Option (MBTI Step II Suggested)
 - Assessments and Review Sessions Included in Cost

Building Phase 2: The Structure (Months 4-6)

Contact for rates | 2-3 sessions per month (bi-weekly)

- Bi-Weekly Sessions: Building Your Legacy
 - Interpersonal Focus on Emotional Intelligence, Resilience, and Teamwork
 - Advanced Assessment Option (EQ-i 2.0 or EQ 360 Suggested)
 - Assessments and Review Sessions Included in Cost

GROUP COACHING/WORKSHOPS (WS)

Five-Week Team Development WS

USD \$4,500 per cohort | 6-12 individuals required per cohort

Explore a new value together for one hour each week in a collaborative, developmental way to foster shared understanding, alignment, and growth. Includes WS materials. Can be tailored specifically to (up to 5) organizational values upon request.

(Current values: Integrity, Legacy, Conscience, Maturity, and Relationship.)

Character Strengths WS

USD \$2,500 per cohort | 6-12 individuals required per cohort

This includes the VIA Character Strengths assessments, workshop materials, the presentation, and a personalized resource for each participant.

Personality Type WS

USD \$2,500 per cohort | 6-12 individuals required per cohort

This includes the MBTI Step II assessments, workshop materials, the presentation, and individual follow-up with each participant through email (and phone/Zoom if they request).

Emotional Intelligence WS

USD \$2,500 per cohort | 6-12 individuals required per cohort

This includes the EQ-i 2.0 assessments, workshop materials, the presentation, and individual follow-up with each participant through email (and phone/Zoom if they request).



Images courtesy of NATO



Certified internal coaches are welcomed to join any WS as a co-facilitator for break-out discussions.

Additional group coaching/WS to enhance culture, leadership, strategic thinking, and team development are available upon request. This list is a starting point to explore what serves you best.



CLIENT ENDORSEMENTS



"Josh quickly hones in to what is most important. He is intuitive, direct, and kind - asking questions that challenge and reveal the truth and wisdom inside. Josh comes with an incredible resume, no question. However, what stands out most to me is that Josh is all heart."

Bobbie Sue Wolk, MS, MCC, BCC, NBC-HWC | Personal & Executive Coach | Rosewood Coaching



"Josh skillfully coached me and my team to identify the core issues of our job here and in the past. Many thanks for his insight and invaluable partnership. I truly believe that he helped develop decision-making and align leadership across the entire command."

NATO Senior Executive Leader



"Josh has been instrumental in helping me pinpoint my next best move for growth, both personally and professionally. His faith-based approach, deep listening, and respectful communication created a space where I could truly explore my aspirations and challenges. Josh's skill in spiritual discernment has illuminated my path by helping me connect with my core truth. If you're waiting for a sign, let Josh help open the door and guide you toward your goals."

Dr. Alana Nicastro | Social Scientist/Ethnographer | Marine Corps Tactics and Operations Group



"Josh brings a wealth of knowledge, and he showcased it through his ability to listen intently and ask thoughtful questions. I always walk away from our conversations with a challenge, with energy, and with renewed confidence. His humility allows him to navigate even the most difficult situations with calmness and clarity."

NATO Joint Operational Planning Group Leader



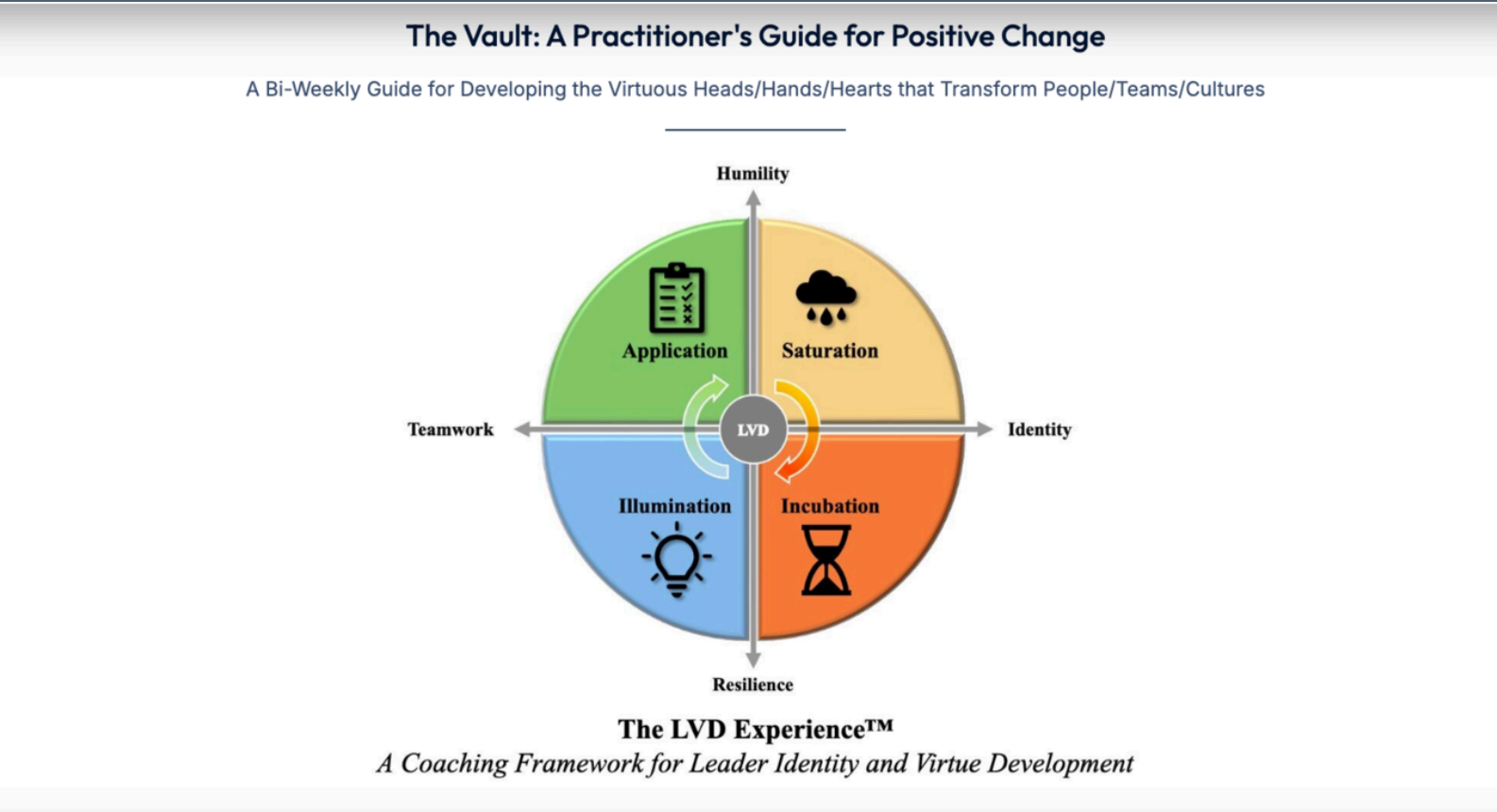
"Josh is an incredibly supportive, hard-working, and kind individual whose dedication to helping others succeed is evident in everything he does. His creative and persistent approach, combined with his strong family values, makes him a truly unique coach. Josh's ability to blend his extensive experience, intelligence, and heartfelt care creates a transformative coaching experience. He inspires others to discover their full potential while fostering meaningful growth in both their personal and professional lives."

Dr. Stacey Gedeon | Founder & Health Psychologist | SRG Healthcare Consulting & Professional Coaching



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*"Learning is the process whereby knowledge is created through the transformation of experience.
Knowledge results from the combination of grasping and transforming experience."*

David Kolb | Experiential Learning Theory, 1984

