MERIDIAN LEADERSHIP CONSULTING LLC

Our Commitments

What we promise, in our own words.

Most ethics documents are written for the regulator. This one is written for you: the leader who is considering whether to trust us with the most personal work a leader ever does.

These are the commitments Meridian holds itself to. Not aspirations. Not marketing language. The actual standard. They sit alongside our formal Code of Ethics, which spells out the operational detail. This document is the shorter version: what we promise, in our own words.

WHAT WE WILL DO

1. We will tell you the truth.

About our work. About our credentials. About what Meridian has done and what it has not done yet. About what the research supports and what it does not. About what we are seeing in you when you ask us to be honest. The work does not happen without honesty, so the honesty starts with us.

2. We will keep what you say in the room.

Coaching is intimate work. What you share with us (the pattern you are seeing in yourself, the conversation you are dreading, the moment you are not proud of) stays between you and us. The few exceptions are narrow, named in writing before we begin, and explained on the first day. Confidentiality is not a marketing convenience. It is the condition that makes the work possible.

3. We will only work in territory where we can actually help.

Meridian does leadership development. We do not do therapy. We do not do financial planning. We do not do medical care. If the work you need crosses into one of those territories, we will say so, and we will help you find the right practitioner. We are not the right answer for every question. We are the right answer for some questions, and we will be clear about which.

4. We will put your interest before ours.

Every choice we make in an engagement is measured against what is genuinely best for you, not what is best for Meridian's revenue. If the right move is to end an engagement early because the work is done, we will end it. If the right move is to recommend a different practitioner, we will recommend them. If the right move is to slow down when speed would benefit us, we will slow down.

5. We will do the work on ourselves.

The work we ask you to do (seeing the patterns that shape how you lead, naming what you have been carrying without seeing it, owning what you find) we do on ourselves. We have our own reflective practice. We seek feedback. We name the patterns we are running, in our work and in our business. The standard we hold you to is the standard we hold ourselves to first.

WHAT WE WILL NOT DO

We will not pretend to be more than we are.

Meridian is a new firm built on real expertise. Where the credentials are in progress, we will say so. Where our experience runs deep, we will say so. We will not invent client lists. We will not borrow other people's testimonials. We will not imply membership in professional bodies we have not joined. The work is more durable when it is built on what is actually true.

We will not use you to build our marketing.

We will never quote you, name you, or describe your engagement publicly without your explicit written permission, and even then only with the specific wording you have approved. The story of your work belongs to you. We are honored to be part of it. We are not entitled to it.

We will not stay silent when we should speak.

If we see a pattern in you that you are not seeing, we will name it: with care, in the moment, in a way you can hear. The most expensive thing a coach can do is keep the relationship comfortable at the cost of the work you came for. We will not do that to you. The warmth and the honesty come together, or they do not come at all.

We will not pretend we have all the answers.

We bring a framework, a methodology, and years of experience. We bring genuine skill at seeing what is happening in the room. We do not bring omniscience. When we do not know, we will say so. When we are wrong, we will own it. When the situation calls for someone with different expertise than ours, we will say that too.

THE STANDARD WE INVITE

These commitments are a working standard. The way to honor them is to be willing to be held to them: by you, by our peers, by the broader leadership development community we are part of.

If at any point in our work together you believe we are falling short of any of these commitments, please tell us. Directly, in the moment, without softening it. We will engage with the concern seriously. We will repair what we can repair. We will adjust where adjustment is needed.

THE STANDARD

The work we do with you is too important to be hedged. The standard we hold ourselves to has to be visible enough that you can hold us to it.

MORE INFORMATION

The Meridian Code of Ethics (the formal companion to this document, with the operational detail) is available on request and is provided to every client before an engagement begins. The Code covers confidentiality, conflicts of interest, professional conduct, and the standards of practice in greater depth than this document does.

Meridian's practice is consistent with the standards reflected in the Global Code of Ethics for Coaches, Mentors and Supervisors and the Code of Ethics of the International Coaching Federation, although Meridian is not currently a credentialed member of either body. We maintain that consistency as a deliberate choice rather than an external requirement.

CONTACT

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