



Monica Phillips Heart-Based Leadership Coaching for Lawyers



Monica Phillips has been working with lawyers for 22 years and brings programs on wellness and elimination of bias to the forefront of law firms and professional development. She has presented MCLE in elimination of bias at SVAGC, at the Legal Academy on Equity and Inclusion, and has co-created CLE for leading law firms and legal departments across several states including California, Minnesota, New York, and Washington, DC.

As the president and founder of Spark Plug Labs, the spark that ignites inspiration and leads people to action, Monica's mission is to create space where everyone is seen, heard, and valued, where everyone belongs, and where everyone is paid and promoted equitably. With that in mind, she founded the Legal Academy on Equity and Inclusion where she also led a series of Legal Wellness Webinars. She is a motivational speaker, leadership coach, and strategic consultant.

Monica is a Certified Professional Co-Active Coach through the Coaches Training Institute and a Professional Certified Coach with the International Coach Federation.

She coaches high potential leaders and teams on leadership, team culture, business development, innovation, and heart-based leadership across start-up organizations and with Fortune 500 teams. In 2019 she was named a Silicon Valley Business Journal Woman of Influence.

Her diverse background includes working as a Rule 114 certified mediator, a cross-cultural consultant, a journalist, a sales leader, and a marketing director. Her podcast – Powerful Conversations – features interviews with thought-leaders from across industries.

She is a runner, RYT certified yoga teacher, mom, explorer, and loves to find beauty and joy in daily life. A Bay Area native, she has also lived in France, Minnesota, New York, and Washington, DC. She received her bachelor of science from Cal Poly, San Luis Obispo and her master of arts from the University of Minnesota, Twin Cities.

Affiliations:

Faculty, Mentor, Advisor, [Founder Institute](#)

Positive Intelligence Pioneer with [Shirzad Chamine](#)

Mentor, [Cal Poly Center for Innovation and Entrepreneurship](#)

[The Co-Active Training Institute](#), Certified Professional Co-Active Coach and member [Institute of Coaching](#) Professional Association at McLean Hospital, Harvard Medical School affiliate, associate member

[International Coach Federation](#), Professional Certified Coach and member

Founding Coach of [The Coaching Fellowship](#) to support high potential women in their careers



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Values. Innovation. Commitment. Accountability. Success.

Spark Plug Labs is the spark that ignites inspiration and leads people to action. We coach leaders and teams to do more than they thought was possible. Trained in behavioral science and wellness, we use holistic principles to help you live your best life ever. It is not just about succeeding in money or title, it is about thriving in joy and fulfillment and being clear on the legacy you are leaving for those who are in your closest circles. Experience what it means to collaborate, connect, and thrive with [Spark Plug Labs coaching services](#).

About Coaching

Coaching takes into consideration how clients view life – family priorities, ultimate goals, integrity, wholehearted leadership, purpose, authenticity, the impact the client wants to make, and the challenges they face.

The individual perspective each person brings is a key component of the coaching process and includes:

- What is important and essential in your career
- Key challenges to success and how you internally process these challenges
- The language and communication style you use
- The way you network, advocate and negotiate
- The way you perceive your internal and external value and worth
- The confidence you feel and express

I coach because I love inspiring others to do what matters and live an extraordinary life. I work with my clients to challenge them, identify their values, and call out their saboteurs when they don't even realize that they may be subconsciously sabotaging their best efforts.

Sample Clients

Below is a select list of clients I have worked with on either team or individual leadership, career, or business coaching. Please note that my client work is confidential. References are available upon request and several clients have shared public testimonials. Thank you.

- Arm Limited
- NetApp
- Woodside Capital, investment bank
- UBS, financial services
- Finlay Pacific, commercial real estate group
- Farella, Braun + Martel LLP
- Alston & Bird
- Sidley Austin



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- Nexleaf Analytics, award-winning social enterprise
- Allen Matkins, law firm
- re:3D, largest format 3D printer start-up
- MapJam, a consumer and enterprise online mapping service start-up
- Hult International Business School
- Litman Gregory Asset Management

Clients Say...

- “Monica will help you step into being that leader who can develop the business, meet the goals, collaborate with others.” – Google executive
- “Monica has this way of reducing abstract thoughts and turning them into concrete actions.” – AmLaw partner
- “Every time we meet, something incredible happens. I trust Monica completely. She has this way of listening so she really understands the big picture.” – Commercial real estate broker
- “Monica’s coaching gave me enormous clarity in just 15 minutes and helped me set action around what matters. I highly recommend working with her.” – Executive Director
- “I had the pleasure of working with Monica for half a year and it affected my life both personally and professionally. She asked thoughtful, gentle questions that helped me discover blind spots and new perspectives and got me past challenges I was struggling with for months.... Looking back on the past six months, I don't feel like I became a different person, but like I'm more of myself.” ~ Founder, Ready to Code
- “She is amazing both as an Executive Coach and as an individual. Her practical insights and her genuine thoughtfulness have been invaluable to me. Her ability to be present and listen fully when all you need is a sound boarding has been one of the of best aspects of working with her (and there are many).” — Impact Entrepreneur
- “Monica is uncanny in her insights, thoughtful in her responses, and unleashed aspects of my leadership and management capabilities I did not know existed.” – Award-winning tech founder
- “Thank you for all of the incredible coaching and mentoring you provided during the six-week training course. It was so incredibly valuable, not just to me, but to my entire family. I am looking at things differently, appreciating things that would have previously driven me crazy and just feeling more grounded overall.” –Legal Ops, Fortune 500 tech company
- “Your workshop was the closest thing to a vacation that I had experienced in almost a year, so it was great! Very nice overall and I certainly appreciate the techniques and insights.” – Law Firm Associate