

Erica Hoffman is owner and president of The Symphony Group, an organization development and leadership coaching practice founded in 2000. Erica brings to The Symphony Group over 15 years of organization development, leadership coaching and team coaching experience with clients in diverse industries. Erica is committed to awakening the potential in others and expanding choice and possibility in their lives.

Erica has coached all levels of the workforce, from senior executives to individual contributors. She has a proven record of helping clients become better communicators and achieve a greater sense of purpose and balance in their lives.

She has a passion for experiential learning and has created high-impact learning opportunities for her clients in unique venues such as sailing on the Chesapeake Bay and building a Habitat for Humanity house.



Erica's work includes not only coaching leaders and teams but also designing and delivering large-scale leadership development and culture change programs for her client organizations. Erica's client list includes Children's National Medical Center, Habitat for Humanity, Lutheran Immigration and Refugee Service, Northrop Grumman, National Security Agency (NSA), PACT, USinternetworking, United States Naval Academy, and Vision Technology Services, among others. Highlights of her work include designing and facilitating an 18-month Leadership Development Training Program for emerging leaders at Northrop Grumman, a program which has been running for over 10 years, implementing Strengths-Based Leadership Coaching partnerships at Lutheran Immigration and Refugee Service, and coaching a Company Commander at the US Naval Academy. At Children's National Medical Center she designed and delivered a leadership and team development component which complemented a part of a medical training curriculum for visiting Brazilian Physicians in partnership with CNMC and University of Maryland's Shock Trauma.

In addition to creating customized individual and team assessments for her clients, Erica is an experienced facilitator in several individual, team, and organizational assessments including the Myers Briggs Type Indicator (MBTI), DDI Leadership Mirror 360-degree feedback, PDI 360-degree Feedback, Strengthsfinder 2.0, Gallup Workforce Engagement Survey, Firo-B, Strong Interest Inventory, Conflict Dynamics Profile, Leadership Practices Inventory, DISC, and Thomas Kilmann

Conflict Profile.

Prior to forming The Symphony Group, Erica was a Principal with Renaissance Leadership where she was responsible for building client relationships and helping clients along their 'renaissance journey' toward optimal performance. In this role her clients included: Pfizer Pharmaceuticals, Inventa, eFunds, St. Paul Co., Marriott, Everfast, and Watson and Wyatt.

Prior to Renaissance, Erica was the Communications Program Manager at Digex, Inc., a fast growing technology company. At Digex she was responsible for designing, developing and delivering leadership development and organization development programs and initiatives.

Prior to joining Digex, Erica worked as a consultant with Horizons Consulting Group where she developed and delivered outdoor experiential team building programs for a variety of clients including Merck, Coors, FDA and The Discovery Channel. Erica began her career at Andersen Consulting where she worked as a Change Management Analyst helping clients manage the human resources impact of major reengineering projects.

She received a B.A. in Education and Cultural Anthropology from James Madison University and also completed post-graduate work in Organizational Behavior and Human Resources Development at JMU. Erica holds two graduate certificates in both Organization Development (2003) and Leadership Coaching (2008) from Georgetown University. She is a certified professional coach (PCC) with the International Coaching Federation (ICF).

Erica lives in Annapolis, Maryland with her three children.