Cole Demas
Leadership & Mentoring Consultant

Meet Cole

I'm Cole. I help professionals build confidence, take ownership of their work, and grow into leaders who bring out the best in others.

I grew up in West Virginia with limited resources and took a winding path through several industries. I know what it feels like to start at the bottom, question where you fit, and try to move forward without much guidance. The mentors who showed up for me made a lasting difference. They shared their knowledge, challenged me, and helped me see what I could become.

I've seen firsthand how leadership affects a person's growth, including through more than a decade in construction testing and quality assurance, with management experience. A leader who listens, explains the why, and respects everyone's contribution can change how people work and how they see themselves. Those experiences shaped why I mentor.

My approach is direct, approachable, and built around you. You'll have room to ask questions and get my honest perspective on the obstacles you're facing. Together, we'll turn your goals into steps that fit your everyday work and life - and build the confidence to follow through.

How I can help

- **Personal Leadership & Career Growth:** Build confidence and take ownership of your next step.
- **Leadership development:** Strengthen communication, decision-making, and the way you support others.
- **Team building:** Improve trust, clarify expectations, and help people work together.
- **Client relationships:** Build stronger conversations, clearer boundaries, and dependable follow-through.
- **Company events and manager retreats:** Leadership talks, interactive workshops, and guided discussions that give people a practical habit to bring back to work.

My signature talk, Be the One: Leadership People Can Grow Under, explores respect at every level, building ownership by explaining why, and confidence with boundaries.

What you can expect

We understand the why. We look at what's happening, what's getting in your way, and what matters to you.

We make it obtainable. We build a realistic plan around your responsibilities, work-life balance, and goals.

We follow through. We agree on specific actions, reflect on what you learn, and adjust as you grow.

Everyone deserves the same courtesy and respect, from the newest employee to the CEO.

“If you want to be better, be better.”

Start with a conversation

A free **10-minute phone call** or **20-minute in-person introduction** gives us a chance to talk about what you need and whether working together feels right. Email a brief note about what you're looking for, and I'll reach out to arrange a time.

coledemas@coledemasconsulting.com

www.coledemasconsulting.com

Based in Bothell, Washington | Serving Washington and the West Coast