



Leo Waterston

Career Consultant & Executive Coach

Leo Waterston is a Career Consultant and Executive Coach at ClearRock. He partners with clients to successfully navigate career transitions, grow as leaders, and gain clarity and confidence.

Leo brings over 20 years of cross-sector leadership experience in healthcare, public health, scientific research, and economic development – expertise he now leverages to guide professionals in navigating their own career paths. Leo often works with technical experts including scientists, healthcare clinicians, academics, and founders/entrepreneurs. In his coaching work, Leo helps clients strengthen the non-technical skills that drive success, including communication, adaptability, self-awareness, and emotional intelligence. He has worked with clients at the C-Suite level and also enjoys working with emerging and mid-career leaders. Leo helps clients clarify goals, identify opportunities, and build purposeful careers. His background in team leadership, psychology and coaching, and securing high-impact outcomes makes him uniquely equipped to support individuals seeking leadership growth, transition, or reinvention. Leo is passionate about empowering others through collaboration, innovation, and practical, evidence-based strategies.

In addition to his role at ClearRock, Leo is the Founder and President of Waterston Coaching & Consulting, where he partners with individuals and organizations to unlock leadership potential, navigate transitions, and drive strategic growth.

Prior to his transition into coaching and consulting, Leo led programs and multi-sector partnerships at FocusMaine, a statewide economic development nonprofit, and co-led a nationally recognized lung cancer coalition and health outcomes research team at the MaineHealth Institute for Research. Earlier in his career, he held various roles at Brigham and Women's Hospital and Beth Israel Deaconess Medical Center in Boston.

Leo holds a master's degree in clinical psychology from Fordham University and a bachelor's degree from Clark University. He received executive coaching training through the Center for Executive Coaching and the University of Kansas and is a graduate of Leadership Maine. He currently serves as Board President of the Maine Public Health Association, is a mentor through the Maine Center for Entrepreneurs, and an expert advisor with the New England Medical Innovation Center. He is a member of the International Coaching Federation.

Leo is the father of two sons and lives with his family in the greater Portland, Maine area. He is an avid cook and enjoys playing the guitar, exploring the natural beauty of Maine, and traveling.

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