

The Culture Catalyst

Inspire People. Ignite Culture. Transform Lives.



pplbydesign.com



Welcome to People by Design: Where Your Story Shapes Your Future

Every person carries a story — one that shapes how they lead, love, and live. At People by Design, we believe that story matters. Coaching, at its best, isn't about fixing people or prescribing solutions. It's about creating space for clarity, courage, and connection — so that individuals and teams can grow into who they're meant to be.

Capacity is care.



Clear
priorities



Focused
workflows



Rest
rhythms

5 TIPS TO IGNITE YOUR TEAM'S CULTURE



PEOPLE BY DESIGN

Founded by Melissa Montgomery, People by Design was born from both professional expertise and deeply personal experience. After more than two decades in HR, leadership, and emotional intelligence development, Melissa found herself navigating profound loss — the passing of both of her parents within a short time. That season of heartbreak became a turning point. It revealed, in the most human way, what truly drives transformation: belonging, purpose, and the courage to keep showing up.

From that legacy, People by Design was created — not as a consulting firm, but as a movement to help people rediscover their strength and design lives that reflect who they really are.



pplbydesign.com



Let's Connect



Follow People by Design on LinkedIn

The Culture Catalyst

Inspire People. Ignite Culture. Transform Lives.



pplbydesign.com

Coaching That Starts With People, Not Problems

Our approach, called Coaching by Design, is built around five simple but powerful phases: Ground. See. Choose. Build. Sustain.

Each phase honors the whole person — not just their role or goals. Whether you're an executive navigating change, a team learning to trust again, or an individual seeking direction, the process begins with one essential truth: you matter.

We don't coach titles. We coach people. We don't chase quick fixes. We build lasting growth. And we don't separate the personal from the professional — because the whole person always shows up.

The Heart of Emotional Intelligence

At the core of our work is emotional intelligence (EQ) — the ability to understand and manage emotions in ourselves and others. Melissa is certified through Six Seconds, a global leader in EQ research, and integrates their evidence-based tools into coaching engagements.

But here's the thing: EQ isn't just a skill. It's a way of being. It's how we build trust, navigate conflict, and stay grounded when life gets messy. It's what allows us to lead with empathy and live with intention. When people grow in emotional intelligence, they don't just perform better — they connect better. And connection is where transformation begins.



Volume 1 - Issue 1

PEOPLE BY DESIGN

The Culture Catalyst

Inspire People. Ignite Culture. Transform Lives.



pplbydesign.com



A Culture of Belonging

At People by Design, we believe that every person is a vital piece of a larger puzzle. When people feel seen, valued, and supported, they bring their best selves to the table — and that energy ripples outward into families, workplaces, and communities.

Our mission is simple: Inspire People. Ignite Culture. Transform Lives.

Join the Conversation

This newsletter is an invitation — to reflect, to grow, and to connect. Whether you're leading a team, navigating change, or simply curious about what's possible when people are supported with intention and care, we'd love to walk alongside you.

Let's design something extraordinary — together.



Connect with People by Design

Visit pplbydesign.com or follow us here on LinkedIn to learn more about our coaching, workshops, and upcoming insights on emotional intelligence and human-centered growth.

People by Design — where growth begins with belonging.