



David Rickabaugh

Executive and Leadership Development Coach & Consultant

Executive Summary

As an experienced leader with 30 years of business experience, David leverages his education in coaching psychology to coach individuals and teams using an evidence-based approach. He works with clients on such topics as leadership development, values and goals, productive communication, innovation & change, building effective working relationships, and developing self and systems awareness. He also works with leaders and professionals with ADHD to realize their full potential.

David is an adept strategic and systems thinker, which his clients value as they strive to think more broadly and lead on a larger or global scale. He's known for being a deep listener with a warm, engaging style, and for creating a trusting environment, in which clients feel safe to take the risks required for long-term change.

Background

As a former VP of Digital and Ecommerce, and with a background in customer experience, technology, and retailing, David has worked to innovate, develop new products and processes, unearth key customer insights, develop customer-centric teams, and transform businesses. David is highly analytical and intuitive, possesses strong communication and interpersonal skills, and he is an adept strategic and systems thinker. David holds both a Master of Science in Information Technology from DePaul University, and Master of Science in Coaching Psychology from the University of Sydney.

Industry Experience

David has experience in working with individuals and teams in small and midsize organizations to Fortune 500 enterprises, including individual contributors, mid-level and senior managers, and VP-level and C-suite leaders. David has experience helping clients in a wide range of industries, including technology, logistics, publishing, retail, wholesale, health care, and financial services, as well as in public sector and non-profit organizations.

Coaching Approach

David works collaboratively with each client to design a customized approach, which often evolves during the engagement as new information is uncovered. Such a plan typically involves helping clients to identify and achieve their goals and to become more effective leaders by working with their assumptions, behaviors, thoughts, and emotions, in the context of their environment. The Leadership Circle 360, the Hogan Personality Profile, and a strengths assessment are most often included in organizational engagements.

Examples of Expertise:

- **Senior Leaders (President, SVPs, EVP), Fortune 500 Logistics Firm:** Working with 10 senior leaders to help them to understand their current leadership impact via the Leadership Circle 360 and to design development plans to enable each to have their desired impact, with 3 continuing as long-term clients. Focused on building self-awareness, developing systems thinking, and working on the on the cognitive, emotional, and behavioral competencies required for extraordinary leadership.
- **Senior Leaders (COO, VPs), Regional Medical Center:** Worked with leaders to understand and synthesize results of their Leadership Circle 360 surveys and develop individual development plans to improve their leadership effectiveness.
- **Senior Leaders (VPs, Sr Dir, ED), Biotech Pharmaceutical Company:** Coached four clients as part of company's leadership academy, debriefed EQi 2.0 and Korn Ferry Voices 360 assessments, assisted clients in developing resulting insights and individual development plan. One VP client elected longer-term coaching.
- **Public Education Leadership Team:** Leading multi-year program for 30-person leadership team, leveraging The Leadership Circle 360 to develop more effective and collaborative leaders. Includes extensive individual and team coaching, and custom design and delivery of multiple workshops.
- **EVP, National Parks Affiliated Non-Profit:** Supported client as she transitioned to more senior role, developing vision, values, and expectations to facilitate her success, and coaching her on developing improved work/life balance. Continuing to support her to build capacity in initiating difficult conversations and influence other senior leaders.
- **Vice President, Global Cosmetics Retailer:** Supported client in identifying key learnings from prior role, overcome "imposter syndrome" and automatic negative thoughts, develop confidence as a leader, and have successful tough conversations and conflict resolution with manager and direct reports.

Education

- Master of Science, Coaching Psychology, University of Sydney
- Master of Science, Information Systems, DePaul University
- Bachelor of Arts, Communication Studies, University of California, Santa Barbara

Certifications

- The Leadership Circle 360
- Hogan Personality Inventory Suite
- Workplace Big 5 Profile
- Influence Style Indicator
- Center for Creative Leadership 360

Professional Affiliations

- University of Sydney Coaching and Mentoring Alumni Chapter
- Affiliate Member, Institute of Coaching, McLean Hospital, Harvard Medical School Affiliate
- ADHD Coaches Organization
- International Coach Federation

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