

## COACH PROFILE



### Randy Coats DBA, PCC, SPHR, CISSP

*Experienced/Visionary leader  
Executive/Leadership/Culture Coach  
Organizational Strategist  
Military veteran  
Culture-builder*

### Core Values

*Respect everybody  
Judge nobody  
Learn every day  
Laugh loud and often*



### Coaching Philosophy

Be for others what I most valued in my own executive and leadership roles – an objective thinking partner who understands life as a leader, listens to understand, asks powerful questions, and helps work through tough issues without judgement or organizational baggage.

### Key Focus Areas/Expertise

- Executive leadership
- High-Potential dev.
- Workplace conflict
- Role transition
- Strategy
- Emotional Intelligence
- Appreciative Coaching
- GROW Model
- Four Squares Coaching
- Organizational culture

### Professional Experience

- Chief of Staff
- Human Resources
- Information Technology
- Strategy & Planning
- Futures & Forecasting
- Innovation
- Learning & Development
- Quality Assurance
- Network Security
- Financial Management

### Industries Served

- Higher Education
- Finance
- Digital Currency
- Information Technology
- Healthcare/Pharma
- Law Enforcement
- Manufacturing
- Human Resources
- Construction
- Congressional Staff

### International Experience

- Work with international colleagues while living in Canada, Germany, Turkey, and South Korea
- US military representative to international working groups with members from:
  - Australia, Canada, New Zealand, United Kingdom
  - France and Germany
  - Turkey and United Kingdom

### Education & Certifications

- Doctor of Business Administration, Strategy and Innovation, Capella University
- Professional Certified Coach (PCC), Intl Coach Federation
- Senior Professional in Human Resources (SPHR)
- Graduate Certificate in Executive and Professional Coaching, University of Texas at Dallas
- M.S., Administration, Central Michigan Univ
- B.S., Computer Science, Univ of Southern MS
- Certified Info Systems Security Professional (CISSP)
- Certified practitioner: EQ-I, EQ360, Five Behaviors, DiSC

### What I Believe

- Everybody wants to learn, grow, and be a valued part of something bigger than themselves.
- Everybody deserves a partner whose sole purpose is to help them achieve those things.
- My calling is to be that partner.

### A Quote that Guides Me

*"I must be willing to give up what I am in order to become what I will be."*

— Albert Einstein

### Testimonials

***Randy's efforts were key to my company achieving its most productive and profitable year ever.***

– Michael, CEO, financial planning firm

*"What stands out most isn't his résumé, it's his presence. The way he looks at you when you speak. **The way he listens without rushing to reply. The way he makes you feel seen.**"*

– Andrea, Entrepreneur