

COACH PROFILE



Jerry R. (Randy) Coats **DBA, PCC, SPHR, CISSP**

*Experienced/Visionary leader
Executive/Leadership/Culture Coach
Fractional Chief Strategy Officer
Military veteran
Culture-builder*

Core Values

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



Coaching Philosophy

Listen to understand. Ask powerful questions to clarify and uncover possibilities. Apply the insight and tools gained from decades of leadership experience to hear what is said and not said. Ask powerful questions that help others visualize new possibilities and achieve positive change and success.

Professional Experience

- Human Resources
- Information Technology
- Strategy & Planning
- Futures & Forecasting
- Innovation
- Learning & Development
- Quality Assurance
- Network Security
- Financial Management
- Orchestrating staff ops

Industries Served

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

Education & Certifications

- Doctor of Business Administration, Strategy and Innovation, Capella University
- 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
- Assoc Certified Coach (ACC), Intl Coach Federation
- Senior Professional in Human Resources (SPHR)
- Certified Info Systems Security Professional (CISSP)
- EQ-i and EQ360 certified practitioner

Over a 12-month period, Randy deftly guided me as I transitioned from a Senior Leadership to an Executive position. He patiently listened, asked thought-provoking questions, and provided targeted support. I give Dr. Coats my highest endorsement and will forever value the journey we took during a significant change in my work responsibilities.

– Keith (Industry VP)

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

International Experience

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

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

Dr. Coats' mentorship has helped me grow immensely both professionally and personally. His support, encouragement, and willingness to ask difficult questions consistently challenge me and give me the confidence to pursue goals I didn't envision attainable.

– Victoria (Decision Scientist)

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