



Alicia M. Rodriguez, MA, PCC  
Certified Executive and Leadership Coach  
Principal and "Wisdom Partner"

With over twenty years of business and coaching experience, Ms. Rodriguez has assisted entrepreneurs, executives and organizational leaders to successfully move with the speed of business, define personal leadership, identify success strategies and create environments for personal development, innovation and accelerated learning. She works in one-on-one coaching relationships and leadership team coaching. Ms. Rodriguez assists Talent Development and Human Resource executives in creating results-oriented internal coaching and training programs, aligned with corporate strategy and objectives that meet the needs of developing future leaders in organizations.

Ms. Rodriguez is an ICF Professional Certified Coach and is trained as a Certified Leadership Coach through [Georgetown University's](#) prestigious certification program. Additionally, her female executive clients benefit from her professional and academic specialization in Women's Development and extensive research and writing on diversity and gender topics. She is also certified to deliver the cutting-edge 360 assessment – The Leadership Circle Profile™ – for individuals and teams.

She works individually with leaders and high potential executives on honing their leadership style, improving results-oriented communication skills, increasing their emotional intelligence and creating work and lifestyle balance. Successful entrepreneurs and senior executives value her keen intuition and her role as a challenging yet empathetic sounding board for their creativity, leadership, and resource management and business development. Ms. Rodriguez works extensively with organizations and Human Resources professionals to develop gender equity and diversity awareness, skills training and leadership development programs. She is the creator of **METIS™**, a unique approach to executive and talent development that combines the best coaching and training strategies with state-of-the-art interactive computer simulation technology. Human touch and high technology are leveraged for the most sustainable learning and development that is highly engaging and real-life based with the accessed value of both real and virtual coaching and feedback.

Clients include private industry, non-profit and government clients. Ms. Rodriguez is a writer and author of numerous articles in both paper and Internet journals. Her monthly column "Interior Matters" appears in the Baltimore/DC based [SMART CEO Magazine](#). She is a frequent presenter and guest speaker on topics of Diversity, Women in Leadership, Leadership Development and Creativity. She is a member of the International Coaching Federation, The Simmons School of Management Center for Gender in Organizations, International Management Consultants (DC), The Association of Career Professionals International, and SHRM. Her practice, [SOPHIA ASSOCIATES, INC.](#), an international executive coaching firm, is founded on the principles of providing superior service, cultivating relationships and building trust as the foundation for coaching clients to success.

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