

Alicia M. Rodriguez, M.A., P.C.C.

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HIGHLIGHTS

- Multi-disciplinary consultant, writer, and executive coach.
- Adept facilitator for personal, professional and organizational development.
- Multi-industry motivational guest speaker and workshop leader, recognized for training delivery combining humor, professionalism and humanism.
- Self-motivated, decisive and creative entrepreneur.

EXPERIENCE

Consulting

- Facilitated organizational re-engineering strategies for clients through careful needs analysis and process orientation, including coaching, facilitation and training modalities.
- Achieved organizational and human resource goals through assessment, development and implementation processes.
- Created sales incentives and enhanced client company image by the astute use of event marketing and innovative conference management.
- Facilitated and co-developed diversity imperatives for non-profit and private industry clients.
- Savvy marketing and Internet advisor for entrepreneurial clients.

Coaching

- Executive coaching of executives, entrepreneurs and leaders with a specialty in coaching high-performing high-achieving women.
- Facilitated coaching dialogues for diversity and generational shifts for corporate clients.
- Systems thinking approach based on work with Peter Senge, Robert Fritz and William Isaacs.
- Coach for values-driven leadership and executive career development and personal life management.

Training

- Developed and presented seminars for sales training, customer service, negotiation skills, profitable business relationships, organizational development, diversity implementation, management skills, industry marketing and creativity in the workplace for business environments as well as educational centers.
- Bohmian Dialogue Facilitator, training coaches and consultants to bring Dialogue into organizations for sustainable change, innovation and expansive growth.
- Awarded "Instructor of the Year", January 1994, by P.C.M.A., a hospitality industry association.

Entrepreneurship

- Awarded 2001 Female Entrepreneur Award by Anne Arundel County, MD Minority Business Enterprise and YWCA/Annapolis Women's Network
- Owned and successfully managed a consulting, training and event marketing business in Boston, Massachusetts as well as two coaching practices currently.
- Created multiple complementary affiliations, still in effect and to the benefit of present clients by developing a matrix business structure.
- Facilitates Entrepreneur and Executive Roundtables for business and leadership enhancement.

SUMMARY

- Coach, Facilitator, Trainer, Consultant, Maryland, 1995 to Present.
- Personal Coaching: www.sclmcoach.com
- Executive Coaching and Consulting: www.sophia-associates.com
- Writer of a monthly column on Women in Business for the Maryland Capital Gazette, 2001 to 2002. Frequent contributor to publications, paper and Internet – Present.
- Personal and Educational Sabbatical, 1993 - 1995.
- Principal, Meeting Management Resources, Inc., Boston, MA, 1988 - 1993.
- Strategic Communications Manager, Data General Corporation, Westborough, MA, 1983 - 1988.

EDUCATION & CERTIFICATIONS

- Certified Leadership Coach – Georgetown University School of Professional Development
- International Coach Federation: Professional Certified Coach (P.C.C.)
- Professional Dialogue Facilitator and Trainer; Certified Riverspeak Dialogues
- M.A., Interdisciplinary Studies, Specialty in Women's Development and Life Management with a concentration in women's issues, counseling psychology and creative writing, Lesley College, Cambridge, Massachusetts.
- B.A., Liberal Arts, Colby College, Waterville, Maine.

PROFESSIONAL AFFILIATIONS

International Coach Federation
Coachville.com Founding Member
Association of Career Professionals Int'l
Annapolis and Anne Arundel County
YWCA: Board of Directors
Simmons School of Management Center for
Gender in Organizations
Annapolis Entrepreneur's Exchange: Board

Howard County Human Resources Society
American Soc. Training and Development
International Management Consultants (DC)
National Association of Female Executives
Institute of Noetic Sciences
Wisdom Business Network

Chesapeake Human Resources Association
Annapolis Society of Human Resource Mgrs