



SOPHIA ASSOCIATES

Awakening Leadership Within



Dianne Rankin, ACC

Executive Coach, Transitions Coach and Consultant
Vienna, VA

info@sophia-associates.com

Leadership coach and consultant Dianne Rankin brings over 20 years of experience as a Federal executive to her work with individuals and groups. She uses that experience to support leaders and their teams in enhancing their leadership competencies and creating organizations that ignite the best in their people and exceed the expectations of their customers.

Known as the executive's **thinking partner**, Ms. Rankin works with leaders to brainstorm strategies, challenge old patterns and create new success-driven models of performance that are sustainable. Dianne's wit is matched by her compassion in coaching personal development clients to renew their enthusiasm for meaningful work or to move thoughtfully and appropriately through their life transitions.

As a senior executive, Ms. Rankin held leadership positions overseeing planning and budgeting, facilities management and much more. She led customer-focused organizations characterized by collaborative teams, continuous improvement, and demonstrated results. Her organizations received two DCI Awards and three Meritorious Unit Citations for production efficiencies and outstanding customer service. In her position as the Executive Assistant to the Deputy Director for Central Intelligence (DDCI), Ms. Rankin worked with all levels of government management. Ms. Rankin was honored with a Distinguished Career Intelligence Medal and over the course of her Intelligence career she received nine Senior Intelligence Service Exceptional Performance Awards.

Ms. Rankin holds Certificates in Leadership Coaching and in Organization Development from Georgetown University. Her credentials include attendance at prestigious institutes of learning: The Program for Senior Managers at the Kennedy School of Government, Harvard University, and the Federal Executive Institute. She also holds BA, MA and MS degrees from the George Washington University. As support to her coach training she is certified in the Myers Briggs Type Indicator, the BarOn Emotional Quotient Inventory and certified in The Leadership Circle Profile™ - a 360 assessment.

Known as an advocate for communities and service, Ms. Rankin has served as a facilitator for D.C. Citizen Summits II and III and Neighborhood Action. She tutors at two inner city mentoring programs, the Northern Virginia Literacy Council, and a Huntington Learning Center. She also provides coaching at a Northern Virginia job skills training program and at the Women's Center in Vienna, VA. Ms. Rankin currently serves on the Board of Directors of the International Coach Federation DC Metro Chapter. Responsible for Community Relations, she initiated and administers an award winning pro bono coaching program for staff and clients of nonprofit organizations. She has also served on the Boards of the Federal Executive Institute Alumni Association and the New York Avenue Foundation, which supports education

1834 George Avenue • Annapolis, MD 21401

Tel: 443-433-0586 • Fax: 443-433-0587

Email: alicia@sophia-associates.com

www.sophia-associates.com



SOPHIA ASSOCIATES

Awakening Leadership Within

enrichment programs for at-risk youth in the District of Columbia. She is a member of the Mid-Atlantic Facilitators Network, the Chesapeake Bay Organization and Development Network, the Society for Human Resource Management, and the Council of Former Federal Executives.

Her friends and associates value her sharp wit and sense of humor, her intelligence and her love of learning. An avid sports enthusiast, Ms. Rankin plays tennis, skis and bicycles in her leisure time and is known for her passion for the Boston Red Sox.

Educational and Professional Training:

Georgetown University Leadership Coaching Certificate
Georgetown University Organization Development Certificate
Myers-Briggs Type Indicator Certification
The Leadership Circle 360 Assessment Certification
MS, Special Studies (Human Resource Management) George Washington University
MA, Political Science, George Washington University
BA, International Affairs, George Washington University
Program for Senior Managers, Kennedy School of Government, Harvard University
10th Annual Executive Forum, Executive Focus International