SOPHIA ASSOCIATES
Awakening Leadership Within

Dianne Rankin, PCC
Executive Coach, Transitions Coach and Consultant
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Major Areas of Expertise:

- Enhancing leadership capacities of current and emerging leaders
- On-boarding new executives moving into new leadership positions
- Interpreting and leveraging 360 assessment feedback
- Navigating career and life transitions
- Coaching teams to improve commitment and team results

Leadership coach and consultant Dianne Rankin brings over 20 years' 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; The Leadership Circle Profile™ - a 360

assessment; SKILLSCOPE; the Conflict Dynamics Profile; and the Center for Creative Leadership's suite of assessments, including Benchmarks, Executive Dimensions, Prospector, and 360 BY DESIGN. She is also experienced in interpreting DiSC, the SIGMA Radius Leadership Effectiveness Report, and the Hogan Leadership Challenge. She is certified at the P.C.C. level (as a Professional Certified Coach) by the International Coach Federation.

While Chair of Community Outreach on the Board of Directors of the International Coach Federation DC Metro Chapter (2004-06), Ms. Rankin initiated and administered 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 of two organizations that provide education 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 Development Network, and the Council of Former Federal Executives. 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.

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.

EDUCATION 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