



SOPHIA ASSOCIATES

Awakening Leadership Within



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Kevin Nourse is a research-based executive coach, organization development consultant, and facilitator with nearly 20 years of progressive experience in both for-profit and non-profit organizations. He focuses on helping leaders, teams, and organizations become more resilient and innovative. He has worked in five key industries: financial services, high tech, pharmaceuticals, port authorities, and non-profit/trade associations.

Kevin's coaching and consulting approach is based on several key principles: (1) helping his clients become more self-observant and reflective by identifying patterns that may block their development; (2) action learning and its emphasis on enhancing knowledge through experimentation and application of theory to real-life challenges; (3) a multi-level approach that recognizes how individuals are influenced by their team and organizational context; and (4) appreciative awareness to help his clients identify what works as well as what needs to improve. He has over 1000 hours of coaching experience working with leaders in the areas of leadership development, career planning and transition, influence, risk-taking, and strategic thinking. Consistent with his MBTI type (ENFJ), he uses a structured, integrated approach that links an analytical, data-based view with a creative, intuitive perspective to bring out the best in his clients and their organizations.

Kevin has an MA degree in human resource development, an MA in human and organization systems in addition to training from Coach University and Coaches Training Institute. Kevin is qualified to administer the CCL Benchmarks assessment, the MBTI, as well as the Hay Group emotional intelligence instrument. He is currently working on his Ph.D. in human and organization development, and his research focus is leadership, adversity and thriving.

Kevin has worked as a human resources director, training manager, instructional designer, financial analyst and software developer. He was most recently employed by Pricewaterhouse Coopers Consulting.

Some of Kevin's former and current clients include America Online, American Association of Port Authorities, American Psychological Association, AstraZeneca, Cisco Systems, Fannie Mae, Marriott, National Cooperative Bank, Port of Los Angeles, Texas Instruments, and the U.S. Food and Drug Administration.

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