



Kevin Nourse, Ph.D., P.C.C.

Executive Coach, Organization Development
Consultant, and Facilitator
Washington, DC
info@sophia-associates.com

Major Areas of Professional Expertise

- ☞ **Strategic thinking** including framing options, identifying strategic opportunities, systems-oriented thinking, innovation, and decision making.
- ☞ **Leadership influence** including communication skills, relationship building, and power.
- ☞ **Resilience building** through self-management, creating and maintaining support networks, and finding meaning and insight in adversity.
- ☞ **Team leadership** including leadership modeling, delegation, visioning, engagement, and alignment.

Dr. Kevin Nourse is an executive coach, organization development consultant, and facilitator with nearly 20 years of progressive experience in both for-profit and non-profit organizations. He is an associate coach for Sophia Associates, Inc. and focuses his work on creating sustainable and resilient leaders, teams, and organizations. Prior to launching his practice, Kevin was a management consultant and human resource director with PricewaterhouseCoopers Consulting.

He is a Professional Certified Coach (PCC) through the International Coach Federation. Consistent with his MBTI type (ENFJ), he uses an 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 focuses his coaching practice toward middle and senior managers in technical, financial and scientific fields.

Kevin has an M.A. degree in human resource development and an M.A. in human and organization systems. Kevin is qualified to administer the CCL Benchmarks assessment, the MBTI, as well as the Hay Group emotional intelligence instrument. He earned his Ph.D. in human and organization development, focusing his research on thriving and social support among middle managers that were impacted by Hurricane Katrina.

*Kevin Nourse, Ph.D., P.C.C.
Executive Coach, Organizational Consultant
Sophia Associates, Inc.
p. 2 of 2*

Some of Kevin's former and current clients include Abbott Laboratories, America Online, American Association of Port Authorities, American Psychological Association, AstraZeneca, Cisco Systems, Eli Lilly, Marriott, National Institute of Health (NIH), Port of Los Angeles, Texas Instruments, The Nature Conservancy, and the U.S. Food and Drug Administration (FDA). Kevin previously worked as an HR director, financial analyst, CPA, instructional designer, training manager, and software developer.

His passions include his work as a hospice volunteer, impressionist oil painting, and flying trapeze. He resides in Washington DC.