



SOPHIA ASSOCIATES

Awakening Leadership Within

About Mark Sobol



Mark believes “that developing the strategy, architecture and leadership of organizations is a continuous, emergent process of action learning that should occupy a significant portion of a leader’s day.” Mark has gained international recognition through his work as a trusted advisor and thought leader with the CEOs, senior leaders and governing boards of global businesses. Whether supporting them through deep leadership transformation, developing internal capacity for progress, enhancing cultural vitality, fostering operational excellence, or designing organizations that are ready to embrace the future, Mark adds unique value by increasing an organization’s capability to advance and transform itself through both discrete and large-scale change initiatives, created and led from within.

Mark is a co-editor of *Leading the Global Workforce* and its predecessor, *Best Practices in Leading the Global Workforce*, as well as Linkage’s *Best Practices for Succession Planning*. He is a co-author of *The Visionary Leader* and its final edition, *The Mission-Driven Organization*. Additionally, Mark was a contributing author to *The Handbook of Online Learning: Innovations in Higher Education and Corporate Training*.

Mark deeply understands the world of business, having held strategic senior leadership positions in operations. He brings a rare blend of applied theory and business expertise to his clients, resulting in powerful solutions that make a tangible difference. His consulting and coaching practice spans more than twenty-seven years of serving leaders and organizations in over fifty countries.

Mark has worked with leaders and their organizations in numerous industry sectors including energy, telecommunications, high technology, biotechnology and financial services. Some of his clients include: Alltel Wireless, American Chamber of Commerce, Amgen, AT&T, Bank of America, Baxter Healthcare, Berlex Inc., BP, Colonial Pipeline, Chevron, ConocoPhillips, Corbis, DHL, Ericsson, ExxonMobil, GE Capital, Hess, HP, Intel, Lawrence Livermore National Laboratory, Philips, Mobilkom Austria, NYSE, Qwest, Sanofi-Aventis, Sprint, Shell, Telefonica, Univar, Viacom, Varian, Verizon, the University of California and the University of Notre Dame.

Mark holds a master's degree in organizational design and effectiveness from the Fielding Graduate University in Santa Barbara, California. He lives in Palm Springs, CA.