

Leadership and Executive Coaching Coach Profile



Deborah Griffing, Ph.D.

DEBORAH'S COACHING:

Deborah works with leaders to create the conditions that enable them to leverage their strengths, reach beyond their current level of functioning, and enhance their engagement and satisfaction. She is committed to the value of *living with integrity and working with intention in order to create lasting influence in our spheres of involvement*. She knows that leaders and organizations are challenged like never before to respond to the demands of an unpredictable marketplace while sustaining performance, maintaining integrity, and growing resiliency. Deborah works in partnership with her clients to develop, refine and leverage critical competencies. It is common for her to work with clients in new or expanded roles, or who are navigating significant change and opportunity. Her clients grow in personal and relational capacities to: negotiate the complexities of the workplace with skill and grace; to manage stress effectively, establish trust and respect, listen well, face conflict, and hear the cares and concerns of others. They also grow in strategic and operational capacities to: identify what is important, make choices congruent with their values, translate effort into effectiveness; attract and retain talent, and perfect execution skills.

AREAS OF EMPHASIS AND DISTINCTION:

Deborah's expertise equips her to help leaders become more self aware, manage their emotions and behavior in positive ways, develop an increased social awareness of others and organizational dynamics, improve interpersonal relationships, and build more strategic and connected partnerships. Deborah's style is described as warm and genuine and incisively insightful. Clients value her ability to analyze complex interpersonal problems/situations, synthesize and distill critical information, and move quickly to strategies that serve goals. Deborah herself is an accomplished public speaker and is well-equipped to support leaders in developing impactful executive and presentation presence. Her training in Somatics makes her a good match for those seeking to better manage energy and well-being and embody congruence, resilience, and solid presence. Deborah's extensive knowledge and experience within the healthcare industry are very valuable to LE clients as well.

ACADEMIC EDUCATION:

Ph.D. Nursing and Health Science, Rush University and Medical Center, *Chicago, IL*

M.S. Nursing and Health Science, Rush University and Medical Center, *Chicago, IL*

B.S. Nursing, Valparaiso University, *Valparaiso, IN*

COACHING CERTIFICATION/TRAINING:

Certified Executive Coach-The Hudson Institute, Santa Barbara, CA

Certified Somatic Coach-The Strozzi Institute, Petaluma, CA (*will be complete April 09*)

Certified Master Coach, Behavioral Coaching Institute, Sydney, Australia

ADDITIONAL CERTIFICATIONS/SPECIALIZED TRAINING:

Deborah is an ANA certified Family Nurse Practitioner and Clinical Specialist in Mental Health Nursing, and is trained in EMDR and Lifespan Integration methodologies. She is certified as an Emotional Intelligence Consultant with Learning in Action Technologies. Through TTI, she has received certification in their Suite of assessment tools, as well as the EQ in Action Profile, and the Niagra Institute 360.

AFFILIATIONS & AWARDS/HONORS

Deborah is currently adjunct faculty at **Northwest University, Kirkland, WA**, in the MBA program. She also served for several years on faculty at **Seattle Pacific University** in the Nursing Program.

Professional Associations Include: American Nurses' Association, Washington State Nurses' Association, KCNA, Sigma Theta Tau, The National Honor Nursing Society; International Coaching Federation (ICF), Member International Positive Psychology Association (Charter Member), National Speaker's Association (Professional Member), Member of The International Coaching Council.

CAREER HISTORY:

Deborah has spent the past three decades of her career focused on one passion- *supporting the growth and well-being of people and systems*. She draws on three decades of leadership experience in the health care industry and the breadth and depth of 4 career practice paths. Her extensive coaching education and focused coaching practice are combined with 20 years of experience as a psychotherapist and advanced-practice nurse practitioner, and a number of direct leadership experiences. For several years, Deborah has been engaged in a focused coaching practice that catalyzes high impact leadership in the areas of ***Emotional Intelligence, Change Management and Collaborative Team Development***. Clearly distinct from her coaching practice, Deborah also currently maintains a clinical psychotherapy practice for adults.

REPRESENTATIVE CLIENTS: Deborah has worked with leaders from companies such as: Microsoft, Boeing, Windermere, Professional Athletes Outreach; as well as with physicians, lawyers, CEOs, and non-profit leaders across industries and organizations.

CLIENT FEEDBACK:

Deborah is described as passionate and engaged, a truth-teller and a resilience-builder.

She is perceived as asking great questions and listening for answers from the heart.

A future-focused optimist, she helps individuals and organizations evaluate today's choices through the lens of tomorrow's possibilities.

LIFE AND PERSONAL PASSIONS:

A Midwest native happily transplanted to the Northwest, Deborah lives in Bellevue, Washington with Lee, her husband of 26 years and their two children. Her spare time is centered on family, developing relationships, life-long learning, and service. She experienced a life-changing adventure recently, when she traveled to Africa, to support and encourage the people of Rwanda as they continue to rebuild their nation and reconcile relationships following the genocide in 1994.