



## Rashmi Nair-Ripley, PCC

Rashmi has over 13 years' experience coaching leaders, C-suite executives and their teams in business and government. She is known as an impactful and astute coach, with an unflappable presence. Rashmi is frequently called upon to build leadership presence, transform reactive leadership styles, and hone the skills of empowering conversations and authentic relating. She is the creator of a multi-layered leadership development curriculum with an adult development focus that has been delivered to organizations multiple times.

### Education

Rashmi received her diploma in Business Management in Madras, India. Her coaching certifications and trainings include the following – Systems Coaching with ORSC – Organizational & Relationship Systems, The Leadership Circle 360, as well as The Leadership System for Cohort based coaching, Hogan Assessments, Immunity to Change Map Facilitation both for individuals and teams through Robert Keegan of Harvard School of Education, Body=Brain certified for neurological and somatic based coaching Polarity Mapping (in progress) and a multitude of other coach trainings such as Narrative Coaching, Trauma based coaching, Transformative Presence coaching among many others.

### Past Experience

Rashmi has lived in seven (7) countries and has worked with the Department of State at U.S. Embassies in Pakistan, India, and Bolivia. Her proven techniques and best practices as an executive coach and facilitator have yielded successful results in various United States Government Agencies, such as U.S. Department of State, USDA, APHIS, U.S. Forest Service, EPA, and the Federal Highway Administration to name a few. In the private sector, her client list includes executives and managers from Amazon, Citigroup, and StoryBlocks among others. Her executive coaching techniques bring a global perspective based on her direct experience with executives across regions in both hemispheres of the globe. Rashmi is a constant learner, and her coaching is influenced by her Group Coaching and Mindfulness with the ACT Unit within the Arlington Prison system; organizational coaching and leadership development with Video Blocks, VA, and serving as Vice-President School Board, La Paz during contentious times of leadership change.

### Leadership Engagements

Rashmi's transformative approach empowers executives to increase their capacity for self-awareness as the accelerator for performance, productivity and influencing teams. Rashmi believes that there is "no safe way to be great" so she holds herself to the same standards of vulnerability, and kindness that she has come to expect in her client engagements. Rashmi practices what she preaches, is a nuanced listener and embodies presence. She believes that her daily personal regimen that includes a self-inquiry practice allows her to see through her own beliefs and assumptions and holds herself to the highest standards of being a transformative, presence-based compassionate coach. She has a strong commitment to the field of adult development and human maturation, and has honed a keen (inner) listening, that allows her to respectfully challenge her clients' narratives, so they can produce the outcomes they seek. A gift to Rashmi from one of her clients was this framed quote, "You must be a mermaid, as you have no fear of depths and a great fear of shallow living."

### Certifications

PCC Coaching Credential (International Coach Federation) Coaching Certification, Newfield Network, CO; Immunity to Change (ITC) Mapping for Individuals; ITC Mapping for Teams with Bob Keegan of Harvard University; Level 2 Hogan Assessment Certification; and Leadership Circle Profile 360 Trauma Release TRE Level 1 certification.

### Accomplishments

Rashmi considers her organizational coaching, and leadership development within the customer service team, product development team and marketing team at StoryBlocks, VA, including C-suite executives as one of her major successes as an Executive and Leadership coach. In the past, she has volunteered weekly in the Arlington prison system bringing Group Coaching and Mindfulness to the Addictions Corrections and Treatment Unit. Her personal leadership experience as Vice-President on the School Board of the American International School in La Paz, Bolivia during contentious times of leadership change within the school, was a transformative experience.