



Executive Coach

Randy Roach

Tucson, Arizona

Randy possesses over twenty years as a leadership coach and change agent transforming leaders, organizations, and cultures by enhancing individual and team performance. Subscribing to the personal philosophy that people can attain a lifetime of continuous growth, she supports her clients in this pursuit by helping them build on their strengths.

Randy was a senior level executive for eleven years at leading global consulting firms implementing targeted, integrated solutions to support operational strategy. Prior to this, she worked as an internal leadership and organization development consultant for a Fortune 500 company, a nonprofit hospital, and an academic medical center. She has provided robust leadership and organization development support in the public, non-profit, and private sectors, with deep experience in health care, pharmaceuticals and life sciences, and consumer products.

Due to her expertise in adult development for maximum potential, Randy's clients achieve optimal executive presence and enhanced communication and relationship management skills. A transformation practitioner and coach, Randy provides executives with practical tools to navigate complexity and thrive, both personally and professionally.

Education & Certifications

- B.A. in English from The Virginia Commonwealth University
- M.Ed Adult Education/HR from The Virginia Commonwealth University
- Other Credentials: MBTI, The Leadership Circle, Organization and Relationship Systems Coaching

What clients say about Randy

"As a newly appointed CEO, I needed help establishing a solid foundation with a challenging Board. Randy helped me navigate and get grounded in my role, and I was able to engage with them in a more powerful way. She also gave me the tools and practices to take my leadership team from a group of individual contributors and create a high performance and collaborative team of leaders." CEO, Medical Technology

"I was a newly promoted VP of strategy in my engineering firm, and Randy helped me to successfully on-board and find my "voice." She helped me to build my confidence and get grounded in my new leadership role. She supported me by working with me to identify my leadership "blind spots" and adopt new behaviors and ways of more fully engaging with my peers and team. I felt "understood" and Randy helped me tap into potential I knew I had!" VP of Operations, Industrial Automation

Highlights

25 years of experience as an organizational change practitioner helping leaders achieve organizational transformation

A student and advocate of Kegan's Adult Development Theory for cognitive developmental transformation

Served at the senior level at two leading global consulting firms for 11 years

Active volunteer coach for nonprofits promoting workforce development

Enrolled in the Humanities Program at the University of Arizona to satisfy her personal love for literature