

CHERYL RICE



Cheryl Rice is a seasoned leadership coach, consultant, author and speaker. She has been working with clients to improve individual, team and executive performance since 1990. She works with high performing managers eager to enhance their leadership impact. Cheryl has a special expertise in working with women leaders in one-on-one coaching and group coaching formats.

Cheryl works with leaders to help them identify their vision, find their authentic leadership voice and apply both towards achieving organizational goals and personal satisfaction. With her keen perception, empathy and passion for growth, Cheryl inspires her clients to: take thoughtful risks in order to stretch and inspire others; claim and capitalize on their inherent leadership strengths in service of the organization; and bring a humane and holistic perspective to their work, their lifestyle, and the people they lead.

Cheryl has held significant positions in the healthcare, financial services and technology industries. Past corporate positions include Director of Organization Development for AstraZeneca Pharmaceuticals, AVP of Leadership Development at ACE International, and leadership consulting roles at CIGNA, NovaCare, and SMS (now Siemens).

With a Bachelor of Arts degree in Psychology from Monmouth University, a Master of Science degree in Counseling from the University of Pennsylvania, and a Master of Science degree in Organization Development from Pepperdine University, Cheryl brings significant academic training to compliment her practical work experience. While at Pepperdine, she completed groundbreaking research on the relationship between emotional intelligence and team performance. She has since published her results and spoken to national and local audiences about this work. Additionally, Cheryl is a certified coach and an applied positive psychology practitioner. She is the founder of the You Matter Marathon – a global relationship building intervention.

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A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

AstraZeneca
ARAMARK
CIGNA
CITIZENS BANK

Shire
Verizon
Children's Hospital of Philadelphia
The Wharton School

Capital Blue Cross
Campbell's Soup
BD
VWR

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REPRESENTATIVE ASSIGNMENTS

Senior Operations Manager – Client was recently promoted to senior leader within the Operations organization of a large pharmaceutical firm. She was leading a staff of former peers. The engagement included conducting a New Leaders Assimilation to assist with a smooth transition, re-establish team norms, and assert a new leadership and organization vision. Additional coaching focused on clarifying the client's leadership agenda, building trust within her team, and enhancing overall department engagement. The coaching resulted in a notable increase in formal Employee Engagement Scores along with positive feedback from peers and her Vice-President.

Senior Director – Client was in a position of Global Leadership for the first time. Engagement included establishing credibility with multiple internal stakeholders and new team. During the engagement client was able to successfully restructure her department to align with global expectations, establish healthy relationships with multiple country leadership teams, and earn the respect of her peers. Additionally, the client was able to define her own criteria for success that allowed her to lead from a place of strength during times of organizational turbulence.

Business Leader – Client was interested in expanding her influence skills and creating opportunities for advancement. Engagement included deep review of her prior successes, skills and motivations. Additionally, a review of on-the-job stretch assignments was conducted. Results included identifying new opportunities allowing client to stay with the company, challenge herself and add additional value. Her manager was effusive in his satisfaction with the increase of her proactivity, confidence and influence.

Finance Team Peer Leaders – Two groups of peer finance directors and senior directors were group coached over a 6-month period. Leaders had self-assessed specific leadership capabilities to improve. During the group coaching participants shared struggles, gained new perspectives, tried new behaviors and received feedback from peers and coach. All participants noted an increase in skill development, confidence, and overall job satisfaction.