

**VANESSA TENNYSON**  
EXECUTIVE COACH

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Vanessa embraces coaching as an embodiment of her passion for people, enhancing the lives of those she works with to assist in the development of the whole-human. No area is left unexplored on the coaching journey toward individual awareness and empowerment, resulting in personal growth and fulfillment. Vanessa has become adept at harnessing her empathetic and intuitive skills to assist others in creating inspirational, intentional behaviors, helping them live their fullest lives without hesitation or ambiguity. With astute listening skills, she is a catalyst for developing leadership talent, uncovering the true basis for blockers, issues or concerns, and shining a light on what meaningful change looks like. At the beginning of every journey, desired outcomes are always explored with curiosity, compassion, collaboration and candor.

## EXPERIENCE

Vanessa has accumulated over 3 decades of C-suite experience in professional services, strategic & tactical operations, talent management, financial analysis, and administration, as a Chief Administrative Officer, Chief Financial Officer, Chief Human Resources Officer and finally Chief Operating Officer. Her skills in illuminating the story behind the data has been finely honed through organizational development, leadership enhancement, and an evolutionary mindset, having helped numerous companies achieve strategic and operational success.

As a gifted orator, her story-telling and relational experiences have helped hundreds of clients to better understand their situations and evolve problem-solving into an artform. Her warmth, humor and patience are hallmarks of the coaching style she brings to every client relationship.

## EDUCATION, QUALIFICATIONS, PROFESSIONAL MEMBERSHIPS

- Individual Team Coaching Accreditation (ITCA), Global Team Coaching Institute
- Professional Certified Coach (PCC), International Coach Federation
- Professional Level Coach (EIA), European Mentoring & Coaching Council
- Accredited/Certified Facilitator in: DiSC, EQi-2.0 & EQ 360 Emotional Intelligence
- The Five Behaviors, Hogan & Hogan 360, Neethling Brain Instrument (NBI)
- Predictive Index (PI), The Leadership Circle Profile (LCP), Global Leadership Profile
- Professional Executive & Organization Coach (3CP), Columbia University, Teachers College
- Post-graduate Certificate in Business, Columbia Business School
- Advanced Careers Fellow, Life Course Center, University of Minnesota
- Senior Certified Professional (SHRM-SCP), Society of Human Resource Management
- B.S. Business Administration, Carlson School of Management, University of Minnesota