

# Leadership Advisor Profile

## Tricia Bauer

### Excellence in Leadership



#### About Tricia Bauer

Tricia is an experienced, hands-on manager, leader and executive coach. Tricia's coaching practice is built on 20 years in the pharmaceutical industry where she successfully navigated the twists and turns in business while becoming a peak performer in leading teams and developing team members. Tricia spent 18 years at Genentech growing in and then leading functional areas including clinical operations, change leadership, communication and culture development.

#### Experience

Tricia specializes working with teams and individuals in the areas of one-to-one executive coaching, team development, change leadership and strategic development. She has extensive experience developing and coaching people, teams and leading through organizational change. Tricia excels at working with new leaders who are negotiating significant changes in responsibility and scope. She draws upon her unique background interweaving business skills with extensive leadership and coaching experience when working with clients.

#### Certification and Techniques

- Executive leadership coaching certification in progress from The College of Executive Leadership, Arroyo Secco, California USA (in progress)
- Certified in the Emotional Intelligence Quotient 2.0 (EQI)
- Master of Arts in Organizational Leadership, with a focus on Servant Leadership, from Gonzaga University, Spokane, Washington USA
- Bachelor of Science in Registered Nursing, Grand View College, De Moines IA USA
- Bachelor of Arts in Psychology and Sociology from University of California, at Davis, Davis California USA

#### Approach

Tricia's approach provides clients with a unique experience allowing them to grow and develop through their work together. She gives direct, insightful and honest feedback in a supportive environment. Tricia encourages clients to be authentic and transparent in their leadership journey. She works closely with each client to meet the person's individual needs. Tricia works to develop rapport quickly and balances the seriousness of development while keeping it all in perspective.

#### Focus areas for executive development

- Managing transitions successfully to new careers, roles and levels of leadership
- Building relationships and communication skills needed for success and growth
- Uncovering potential barriers to peak performance with thoughtful self-reflection and guidance
- Discovering the value of authentic and transparent leadership
- Successfully transitioning to new leadership roles when promoted within a department or company
- Developing organizational savvy to help navigate corporate cultures and politics
- Strategic planning for personal growth and business development
- Building strong teams with healthy team dynamics by examining values, communication preferences and creating an authentic environment.
- Leading through challenges and times of change by building trust, transparency and leveraging rapport.
- One-on-one executive coaching
- Creating organizational structures that work

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