



# Rick Dobbis

## Coach / Facilitator

**Rick helps organizations and people navigate turbulence and maximize growth.**

Rick's coaching draws on his experience as a long time global C-Suite executive and is enriched by a track record of hands-on management during complex situations, technological disruptions, and the personal and professional transitions that are inevitable and often overlap.

### Clients appreciate Rick's ability to:

- Focus on authenticity and emotional intelligence
- Inspire deep inquiry
- Facilitate honest, respectful communication
- Set and achieve goals
- Put clients at ease and good humor

### Areas of expertise:

- Impactful search and discovery
- High potential and C-suite growth and leadership
- Technological change and disruption
- Working with creative individuals and environments
- Personal and professional transitions

### More about Rick

Rick earned his Bachelor of Science in Zoology at Syracuse University where he later served on the Board of Advisors to three deans over 22 years and was named Outstanding Alumni of 2002. He also taught International Music Business at New York University. He is an ICF PCC coach and one of the first certified in TQ, Transition Coaching. He digs deep in 360 coaching activities and assessments and has done extensive work with career changers in the tech space including Data Science, Software Engineering, Cyber Engineering and UI/UX Product Design. He has coached people in professional areas including music, video gaming, theatrical presentation, education, land development, museum management and others. Clients have ranged from the Rolling Stones to Head Start. Rick has held many senior and C-Suite roles including President Polygram Label Group, President EMEA for PolyGram Entertainment, and President Sony Music International.

He is originally from Brooklyn, NY, lived in London, UK and currently resides in Gainesville, FL. A long suffering Mets fan he lives with his partner Mary Ann, a writer and Dodger fan, and their English Cocker Spaniel, Barclay.

# Client Testimonials and Client List

We welcomed Rick into our rapidly growing creative company to work with our senior leadership team, management and a selection of our employees. Upon engagement, he helped design a program to allow us to assess and develop a program together. From the start his impact on our culture, business and overall operations were evident. His expertise, manner and intuition put our leaders and future leaders at ease and open to work with a coach to improve their perception and performance. He is direct, incisive and works with focus and good humor. Rick engaged our team by using some easy to understand tools and by spending the time to get to the heart of the particular issues most relevant to each individual. He stressed the development and recognition of emotional intelligence and direct communication. His vast global experience in rapidly evolving industries and across a range of cultures makes him adaptable to any leadership or management situations that may arise. We are delighted he has been part of our company and recommend him without reservation.

– Brian Schultz, Experience Director at That's Grand

A truly Renaissance Leader: Extremely knowledgeable in all areas of Creative, Production, Research and Marketing in all Media Formats. And, a pleasure to work for as my department head, who always allowed for the creative process to unfold.

– Donn Davenport, Executive Creative Director at Solution Institution Consulting

In my transition from entrepreneur to senior corporate executive, Rick has been and continues to be a very valuable asset for me. His coaching skills and extensive corporate experience challenge me to think through situations and to set goals and be accountable to them. Rick uses knowledge, humor and probing questions to help me evaluate and act on issues, continuing my growth as an executive.

Working in a high-pressure global enterprise with operations in 17 countries, I rely on Rick's experience in markets and cultures around the world to provide perspective on matters of first impression. Rick has been and continues to be a positive influence on my personal and professional journey. Rick will be a great addition to any organization.

– Anthony L. Noble, Vice President, Chief of Staff American Tower Corporation

I had the privilege of working with Rick during a pivotal career transition, and I highly recommend him as an executive coach. Rick's extensive background as a former executive brought invaluable insights to our coaching sessions. Through his guidance and 360 feedback, I gained clarity on my core strengths and areas for improvement. He played a crucial role in helping me find a clear career direction. If you are seeking a dedicated and experienced executive/career coach who can guide you through transitions and help you unlock your potential I wholeheartedly recommend Rick.

– Leonard Teo, Online Applications at Epic Games, Founder, CEO, ArtStation (acquired by Epic)

Rick Dobbis is a tremendous human and one of the most masterful and effective coaches I have ever worked with. Generous of heart and spirit, he holds a depth of patience and belief for all his clients that enables true personal transformation. He is a grower of people and working with him is joyful and mind expanding.

– Diana DeCubellis, Associate Director of Career Development NYU- School of Professional Development

Rick was instrumental to my mid-career change to tech. His advice and support gave me the confidence and skills I needed to break into a tough industry. Rick genuinely wants to see his clients succeed and does whatever he can to make that happen. I had serious doubts that I'd be able to make this change while maintaining the quality of life provided by my old job, but from day one Rick told me that not only could I but he was sure that I would, and he was right. A year later, I am working for a fantastic tech startup and am happier in my career than I've ever been before.

– Christopher James Dent, Software Engineer

