



**PAMELA RICARDE, MCC, PMC, BCC**  
**MANAGING DIRECTOR, INNERVISION ENTERPRISES, LLC**  
**DIRECTOR OF TRAINING, CORPORATE COACH U, INC.**  
**EXECUTIVE COACHING / LEADER DEVELOPMENT**  
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### **SUMMARY OF EXPERIENCE**

An action-oriented Executive coach, master facilitator and consultant, with expertise in leadership, business and high performing teams, Pamela brings a wealth of experience gained from over twenty-five years in senior level management, business and professional development. She has coached Director and C level executives, managers, educators and business owners globally in both the public and private sectors, to achieve higher levels of personal and professional success. Sample results include increased profitability, improved performance, enhanced communication skills, strategic designed transitions and strengthened relationships.

With over two decades in the field of Business and Arts Management as a Director and Curriculum designer, Pamela has designed and managed virtual business systems and communications process for several global training organizations. She has partnered with leaders in several international Health Authorities to enhance patient, doctor, nurses and administrator communication, resulting in a lowered rate of errors and oversights in the workplace.

In service of transformational culture change and evolution, she is a pioneer in the field of Coaching, assisting in shaping what we know coaching to be today. A co-creator of the International Coach Federation's (ICF) coaching competencies for this profession, Pamela also significantly contributed to the design, standards and systems development for coaching and coach training in multi-cultural, virtual training environments that span the globe. As a seasoned facilitator, speaker and trainer, she has led hundreds of courses and coached thousands of hours, working with individuals in a variety of cultures, regions and business contexts.

Current work includes successfully supporting on-going culture change strategy in a large US government department. Pamela continues to work with multiple organizations in this fashion to enhance communication, employee engagement, retention and productivity.

### **EXECUTIVE COACHING AND TRAINING SAMPLE EXPERIENCE INCLUDES:**

- Federal Aviation Administration – Flight Standards Service
- American Systems
- Merrill Lynch
- Morgan Stanley (US and Australia)
- Royal Bank of Canada
- Blue Cross Blue Shield
- Thomson Reuters

- Edward Jones
- Ernst & Young
- Grifols
- Opap
- Caresource
- Price Waterhouse Coopers
- Hewlett Packard
- Technicolor

#### **TRAINING**

- Master Certified Coach (MCC), International Coach Federation (1999)
- Professional Mentor Coach (PMC) designation, Coach Inc (1998)
- Graduate Coach U Professional Coach Training Program (1995)
- Fielding Graduate University – Executive Coaching (2006)

#### **CONTINUOUS LEARNING/TRAINING INCLUDES**

- ICF certified continuing coach education, minimum 20 hours annually
- Emotional Intelligence (Learning in Action 2016)
- Ongoing regular study in psychology, physics, communication, organizational development, social psychology and more.

#### **EDUCATION**

- California Polytechnic University: BA Political Science (International Relations emphasis)
- California State University, Fullerton: MA Directing/Acting
- Fielding Graduate University, doctoral level courses: Human & Organizational Development

#### **ASSESSMENT CERTIFICATIONS AND TOOLS**

- Print Assessment Behavioral Tools
- EQ in Action

#### **COACHING SPECIALTIES**

- Executive and Leadership Coaching
- Succession Planning
- Organizational Culture Change
- Talent Management & Development
- Employee Development
- Interpersonal Skill Development
- Managing in a Virtual Business Environment
- Performance Enhancement
- Transitions
- Retirement Planning
- Mentor Coaching & Coaching Supervision

#### **ILLUSTRATIVE HONORS/AWARDS/PUBLICATIONS**

- Author of the “365 Coaching Questions” workbook 2002