

## Rebecca Drake, MA

Rebecca Drake is lauded throughout the US as a highly effective corporate consultant and executive coach to CEO's, entrepreneurs, Board of Directors and business leaders. She is the "go-to" consultant and leadership coach for companies experiencing rapid growth, cultural adjustments, mergers and acquisitions, shifts in focus, unexpected downsizing and global outreach.



Having resided in Paris, London and Uganda with extensive stays in Hungary, Italy and Croatia, Ms. Drake brings a keen awareness and practical experience when partnering with leaders who must navigate the intricacies, cultural challenges and uncertainties of a rapidly evolving global market. Known for her compassionate, clear cut approach to coaching, Ms. Drake assists leaders in exceeding personal expectations while making profound personal and professional shifts. She has coached and trained all levels of management from CEO's to mid-level management in such industries as manufacturing, banking, medical care, travel, insurance, interior design, building and construction, technology, federal and state prison systems, professional studies, communication and energy.

Ms. Drake holds a Bachelor of Arts in Music from Montana State University and a Master of Arts in Vocal Performance from San Diego State University. In addition, she has received certification from the Rapport Leadership Institute, the Hoffman Institute, Teaching English as a Second Language (TESL/TEFL) and the Summit Organization.

### Key Highlights:

As an Executive Coach, Ms. Drake has supported:

- The President and CEO of the nation's largest building industry marketing firm grow the company 250% within four years
- One of the US's largest privately owned bank systems identify and implement a Competency based foundation for bank-wide restructuring and public re-identification
- The President of an equity group move smoothly from a public to a privately owned company

- The Board-of-Directors of a national Senior Services not-for-profit organization replace the Director and restructure the organization
- Upper and mid-level management of California's largest bank system implement a bank-wide leadership training program
- A national training company create, produce and market over fifty highly successful industry specific training videos with certification programs

### **Companies I've Worked With (and Years With Each Company):**

- Avitus Group 2009-2010
- Big Sky Senior Services 2009-2010
- Computers Unlimited 1994-2000
- Dun & Bradstreet 1996-1999
- East West Bank 2000-2006
- Edward Jones 2009-2010
- Far East Bank 2000-2005
- Farmers & Merchants Bank 1999-2007
- Farmers Insurance 2009-2010
- First Interstate Bank 1994-2001
- Loctite Corporation 1988-1994
- Mellon First Business Bank 2000-2008
- Mesa College 1978-1987
- Motivational Systems Incorporated 1999-2007
- MSU-B College of Professional Studies 2009-2010
- Nathan Adelson Hospice 1997-1999
- National Seminars Group 1995-1999
- Nextec Applications, Inc. 2001-2005
- Plumas Bank 2001-2007
- Pennsylvania Power and Light 2009-2010
- Rabo Bank 2005-2007
- Risk Management 1995-1999
- Rocky Mountain Bank 1995-2000
- Rocky Mountain College 1995-1999
- Rocky Mountain Hospice 2009
- Touch America 1995-1997
- Union Bank of California 2000-Present
- University of California System 1982-Present
- Valley Federal Credit Union 2009-2010

### **Geographies I've Worked In:**

- USA
- Canada
- Latin America
- UK
- Eastern and Western Europe
- South Africa

### **Leader Positions I've Coached:**

- CEO, President, Executive Director, Vice President, Regional Director, Internal Trainer, External Trainer, Independent Coach, Division Manager, Front Line Manager, Sales Manager

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Define and promote a dynamic company culture
- Clarify company core values and practices
- Develop a competency-based organization
- Increase strategic approaches to company issues
- Communicate a clear Mission and Vision
- Develop exceptional and compassionate leaders
- Ensure leaders develop and drive a strong functional strategy
- Position and build strong leadership teams and partnerships
- Hire, cultivate, manage and inspire future internal leaders
- Improve accountability and ownership company-wide
- Improve processes and systems company-wide
- Set goals, standards and measures
- Utilize effective productivity and organizational tools
- Enhance communication and presentation skills
- Incorporate comprehensive listening skills
- Cultivate a caring, customer-centered culture
- Practice smart networking strategies
- Build a dynamic and enthusiastic sales team
- Manage diverse personalities and value systems
- Manage conflict and effectively handle difficult situations
- Minimize prohibited behaviors and sexual harassment
- Make balanced decisions and proactively solve problems
- Interview and hire top notch employees
- Write and conduct competency-based performance reviews
- Direct change and mergers

## Leadership Experience:

- Founded Rebecca Drake Seminars 1983, Bank Leadership Training 2004
- Co-founded Bank Training International with Raymond Adler in 1999
- Led team of 7 trainer/coaches and 3 administrative assistants for 12 years
- Co-authored Union Bank of CA *Dynamic Leadership Program* with Dr. Stephen Covey
- Created 360 assessments, industry specific surveys and internal/external polls
- Authored 20+ seminars for National Seminar Group and Dun & Bradstreet
- Designed and conducted Train-the-Trainer programs with 50+ internal trainers at 21 banks
- Conducted corporate coaching with 300+ upper and executive level leaders
- Presented 1000+ seminars in the US, Canada, Mexico and England
- Implemented systems and processes for start-up, small and midsize companies
- Developed and mentored multiple team efforts
- Assisted in business plan development and revision
- Assisted in creating Vision and Mission statements
- Revised and updated client purchased training and coaching programs
- Designed, revised and updated employee handbooks and orientation materials
- Appeared as spokesperson, emcee and keynote speaker for national conferences
- Hosted TV specials and radio shows in Southern California, CO and MT
- Provided voice-over and onscreen performance for radio and TV commercials
- Coached the casts of *The Wonder Years* and *The New Mickey Mouse Club*