



Rachel Ciporen

As a coach and facilitator *Rachel* draws on her experience in conflict resolution, leadership development and team building to help individuals and organizations maximize their potential. She works with executives across multiple industries and specializes in helping leaders stretch beyond their habitual thinking, relating and problem solving patterns. Rachel is passionate about helping leaders articulate their vision for the future, build productive relationships, create positive work climates and exceed performance goals.

Rachel takes a systems approach to leadership development and understands that an individual's behavior is both a function of personality and the larger organizational environment. Rachel has extensive experience using multi-rater feedback with clients and helps leaders step back from their daily routine and reflect on their style and impact on others. Rapport and trust are at the heart of any coaching relationship and Rachel works from an appreciative stance that supports honest self-appraisal and growth.

Rachel teaches in Columbia Business School's Emerging Leaders, Senior Executive, High Impact Leadership, Personal and Social Intelligence, and Not-for-Profit Management programs. She has been working in Columbia's executive education programs since 2004. Rachel is also a core faculty member in the Columbia Coaching Certification Program and teaches courses in Emotional, Social and Cultural Intelligence. A sample list of clients includes CariniLang Boutique Carpets, Columbia University, Eileen Fisher, Genesis Bio-Lab and The Synergos Institute.

Areas of Expertise

Executive Coaching, Leadership Development
Women in Leadership
Transitions
Coaching High Potentials
Multi-Rater Feedback and Assessments

Publications & Speaker Topics

Academy of Management Learning & Education
The Journal of Leadership and Organizational
Studies
Transformative Learning and Leadership
Development
Emotional Intelligence and Whole Person
Learning

Education & Awards

Doctorate, Education - Columbia University
Masters, Organizational Psychology - Columbia University
Certificate Program - The Gestalt Center for Organization & Systems Design
American Society for Training & Development Dissertation of the Year
Academy of Management Best Paper Category

Confidential

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