

## Professional Summary – Andrea Hotton, PCC, CPCC

Andrea is an executive coach and consultant. She has coached leaders from managers up to VP level at Genentech, United Health Group, Capital One, Google, Roche, Progressive and Uber. Andrea is certified through the International Coach Federation (ICF) as a Professional Certified Coach (PCC) and through The Coaches Training Institute (CTI) as a Certified Co-active Professional Coach (CPCC). She has been coaching leaders for over 8 years.

Andrea specializes in coaching leaders and executives to maximize their development and impact as a leader in vital leadership skills such as motivating and influencing others while gaining efficiencies and buy-in to a collective vision. Andrea coaches these leaders to help them increase their communication effectiveness amongst their team and also cross-functionally across the organization.

Andrea's mission is to serve individuals and leaders committed to creating positive and sustainable change. This includes clarifying goals, strengthening leadership capacity and transforming the status quo from the "expected" into something truly dynamic. This mission is based on what works: the combination of deepened insight and intentional choice and action creates powerful change. Andrea is a compassionate, intuitive listener who acts as a thought partner with clients. This partnership serves to get to the core of challenges and supports meaningful action to enable clients to be the successful and impactful leaders they want to be.

Andrea parlays over 12 years of earlier experience in the pharmacy and management arenas and translates that experience to her coaching modalities. In addition, she provides consulting in Leadership Development and Organizational improvement initiatives as well as serving as a highly-skilled facilitator, assessor and trainer in Assessment and Development centers.

### Experience

Andrea has worked with a variety of clients in different business segments including: Pharma, Healthcare, Insurance, Technology, and Start-up settings. Her accomplishments include:

- *Coached Individual contributor over a four-year period to become President of the company.*
- *Designed and delivered Coaching and Feedback workshop for 20 director-level leaders, resulting in demonstrated skill development to support ongoing learning.*
- *Has successfully partnered with clients to provide a highly individualized approach to developing leadership skills and action planning to achieve business goals.*
- *Facilitated a workshop debrief, ensuring the right people were in the room to solidify learning and create community. Recognized by COO as being the best facilitator-led session she had experienced.*



### AREAS OF EXPERTISE

- Executive Coaching
- Leadership Development
- Team Coaching/Development
- Training
- Effective Communication

### INDUSTRY EXPERIENCE

- Healthcare/Pharma
- Insurance
- Technology
- Start-ups

### EDUCATION AND CERTIFICATES

- PCC (ICF)
- CPCC (CTI)
- B.S. Pharmacy (OSU)