



Alicia M. Rodriguez, M.A., P.C.C.
Personal Advisor and Coach to Executive Women, Visionary Leaders, Social and Creative Entrepreneurs and Change Agents. Leader. Writer. Author. Speaker.

President
Sophia Associates, Inc.

Alicia works with executive women, visionary leaders and social and creative entrepreneurs who are focused on advancing their ability to think in more complex, systemic, strategic, and interdependent ways to amplify their influence and lead change.

Alicia's clients are:

- Visionary Leaders
- Social and Creative Entrepreneurs
- Women in Leadership – special focus - Alicia's style, academic background and experience make her a catalyst for tapping the best of women in leadership

Transformational Conversations

- Leaders and Legacy Issues – next chapter
- Individuals seeking a deeper connection to life and work
- Developing Emotional Intelligence and Leadership Presence and Visioning Skills
- Mindfulness, Authenticity, Resiliency, Organizational Execution of Vision
- Curated Immersive Experiences in Portugal for deeper conversations on purpose and renewal and reconnection to purpose

In her leadership coaching and team development work she focuses on:

- Developing high-integrity, self-aware leaders that inspire as well as execute strategically
- Supporting leaders who are making a significant difference and contribution to the world
- Developing alignment in teams that produces results while building trust, feedback skills and collaborative competency
- Convening leadership team conversations around what is essential to the emerging future of the organization

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- Guiding clients to develop creative thinking that results in higher levels of personal and organizational agility and resilience
- Creating experiential learning events that include Nature and the outdoors as a learning lab

Alicia combines her expertise in leadership development, experiential learning and a whole system approach to guide her clients to innovative thinking that results in higher levels of personal and organizational agility and resilience. She achieves sustainable and generative results from building leadership into multiple levels in the organization.

As President of Sophia Associates, Inc she has worked with C-level executives to develop talent in their organizations. She was chosen to coach executives at The Notre Dame Executive MBA Program at the Mendoza School of Business. Her coaching often focuses on cultivating a leader's ability to make decisions in the face of ambiguity, to manage competing commitments and to develop the skills to build collaborative relationships cross-culturally. She is certified in several assessment tools including the cutting-edge individual and group profile from The Leadership Circle™.

Alicia has worked with individuals and teams in such industries as financial services, technology, hospitality, real estate development, and health care and in both for-profit and non-profit settings and internationally.

Alicia has created a signature offering for individuals seeking a deeper inquiry into purpose, transitions, legacy and renewal. These are intensive and transformational curated personal and small group retreats in Portugal for those individuals and leaders seeking an immersive experience designed specifically to challenge assumptions and limiting beliefs and shift perspectives that create greater possibilities all while providing a restorative experience in another culture.

Alicia's Approach

Alicia works with all domains of learning – intellectual, emotional, physical and spiritual - to draw out the essence of personal leadership.

Education

Alicia has a **Master of Arts Degree in Interdisciplinary Studies from Lesley University** in Cambridge, Massachusetts and a **Bachelor of Arts from Colby College in Maine**. She is an ICF P.C.C. level certified coach. She graduated from the prestigious **Leadership Coaching Certification Program at Georgetown University**. She is certified in The Leadership Circle Profile and Culture Survey, a 360 process she uses in her leadership development programs.

Alicia is a global citizen with homes in the USA and Portugal. She works with clients around the world.

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