



Rita F. Williams, PCC, CPCC, GCSC, EMBA



Coaching, Facilitation and Training

Great leaders walk the talk and model the way. Over my career, I've helped more than 8,000 business leaders unearth the tools they need to build on their strengths, trust their emotional intelligence, develop powerful teams and achieve their personal, professional and operational goals. Corporations are only as effective as their leaders.

A highly experienced HR executive and organizational development expert, I provide coaching, talent and business development consulting services to small- and mid-sized private companies and nonprofits. Leaders and middle managers often need to balance the needs of the organization with their needs and the needs of the people that report to them. Tied to their devices, they're often connected to work 24/7. They are concerned with work-life balance and have little time for reflection, self-care and relaxation. Often, they become overwhelmed and burned out. I help them find clarity and move from feeling threatened to feeling challenged and transformational.

Leadership is my passion. Whether personally or professionally or both, as the two are closely intertwined, I help business leaders engage the strengths necessary to develop self-awareness, collaboration, agile teams and a foundation for sound decision-making. My unique approach offers an unusual blend of caring, compassion and results-driven strategies that helps leaders move the needle nearer to their goals.

Business/Organizational Leadership Experience

I have experience in corporate, entrepreneurial and non-profit settings. I began my career in banking and worked my way through the ranks to a senior level cabinet position as Vice President, Human Resources. I became the first woman of African American descent to occupy that role at Ameritrust Bank. After many years with Ameritrust, I launched The Innovative Group which was a General Business consulting practice that focused on privately held family owned businesses. I later joined JP Morgan Chase and then FedEx Ground. I retired from FedEx in 2019. In my many roles throughout my career I have specialized in Talent Development, Coaching, Training, Business and HR Consulting. Upon my recent retirement, I have launched a coaching practice, *Coaching With Rita* LLC. I have been the recipient of many awards such as the JPMorgan/Chase Eagle award and the prestigious FedEx 5 Star corporate award for performance. Certified Professional Coach, Talent & Organizational Consultant, Speaker for Fortune 100 and Fortune 500 companies. My experience is in corporate, entrepreneurial and non-profit settings.

Education and Training

I graduated from Notre Dame College with a Bachelor of Business Administration and an Executive Master of Business Administration from Case Western Reserve University. Licenses & Certifications include: ICF Professional Certified Coach (PCC), Certified Gallup Strengths Coach, and Co-Active Training Institute Certified Professional Coach. I have published articles in the OD Practitioner and the AI Practitioner.