

## Lorraine S. Webb

### Executive Coach

### Overview and Strengths

Lorraine Webb brings strategic insight and openness to her executive coaching practice. With more than 25 years of experience in the utility, pharmaceutical and manufacturing industries, Lorraine has grown to be a trusted coach and advisor providing counsel to C-Suite executives and senior management. As a hallmark to her career, she built a robust coaching culture that resulted in her organization being recognized as an employer of choice. Lorraine is passionately committed to helping people identify those behaviors that will lead to their success.

Prior to launching her executive coaching practice, Lorraine served as the Vice President for the largest municipally owned gas utility in the nation. She spearheaded the effort to develop a strong talent bench which included creating leadership development programs, including coaching, for both emerging and senior leaders.

Lorraine's focus is on guiding leaders to become more transparent and authentic so that they can get the best out of themselves and their respective their teams. She extends this guidance to her dynamic work on Boards and non-profits.

Taking from her broad experience, Lorraine bridges her internal coaching background with her skills as an executive coach to help her clients reach their full potential. Similar to her service as an internal coach, today Lorraine guides leaders and organizations to become more open, diverse and inclusive.

### Coaching Philosophy

Lorraine's passion is helping people—emerging leaders, professionals and executives alike develop the skills necessary to align their goals with personal or professional lives. The foundation of her partnership is transparency underscored with a belief that everyone has what it takes to be even more successful. Lorraine's coaching style is collaborative in nature with a focus on encouraging clients to become more self-aware so that they can confidently take the appropriate actions to realize that success.

Clients find Lorraine to be approachable, practical and honest. She believes very strongly that coaching engagements are partnerships in which both the client and the coach must be fully engaged.

### Specializations

- Executive Coaching
- Diversity, Equity & Inclusion
- Executive Presence
- Culture & Change Management
- Organizational Effectiveness
- Emerging & High-potential Leaders



### Professional History

**Over 25 years of business experience in:**

- Senior Leadership
- Human Resource Strategy
- Talent Development
- Leadership Programs
- DE&I
- Utilities
- Pharmaceuticals

### Educational Background

**Binghamton University School of Management**

- B.A. English Language and Literature

### Certification, Assessments & Licensure

**Presence Based Coaching Certification**

**International Coaching Federation Member**

**Society of Human Resources Management Member**

**Hogan Assessments Certified MBTI**

**DDI Targeted Selection**

**Six Sigma Yellow Belt**

**Balanced Scorecard**

