



# Tawny Lees, M.B.A.

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## Experience / Approach

Tawny Lees, M.B.A., is the COO of Mariposa Leadership, Inc. She coaches, facilitates, leads, ensures client satisfaction and is a coach/client matchmaker extraordinaire. Tawny's coaching career began in 2004, inspired and informed by over 18 years of corporate leadership experience. She held VP roles in the financial services industry in functions as diverse as Risk, Sales, Service, Operations, Change Management and Marketing. Despite literally growing up in crazy-paced organizations, Tawny maintained a pragmatic and grounded perspective on leadership.

Through coaching and group work, her clients:

- Assess and improve specific leadership behaviors in areas such as relationship building, influencing, coaching, making decisions, delegating and strategic thinking.
- Assess and adjust their perspectives/thinking to achieve greater satisfaction and impact.
- Take control of their time and energy to overcome "overwhelm," becoming more productive and less stressed.

## Recent Clients

Her most recent clients include Directors to CEOs at:

Appfolio	FireEye	Theravance
BlackThorn	Gap	UC Berkeley
Citrix	Medallia	WestEd
eBay	MobileIron	Zynga
Facebook	Recology	
Fitbit	Sofinnova Ventures	

## Education

She has an excellent grounding in both business and coaching:

- M.B.A., Haas School of Business, UC Berkeley
- B.S., Finance with Economics minor at California State University, Hayward, cum laude
- Coaching: Certified organizational coach by John F. Kennedy University and many on-going trainings with the Enneagram and other coaching modalities to keep her fresh

## More

People describe Tawny as warm, calm, focused, astute, results-oriented, and real. She has three kids ranging in age from elementary school to college, and considers herself a recovering work-aholic. So yes, she truly understands what it means to "juggle."

Tawny coaches in person all over the SF Bay Area, and resides in the East Bay.