



EXECUTIVE LEADERSHIP COACH

CLIENT TESTMONIAL

"I've really benefited from working with my coach, Debra. Specifically, working with her has helped me to improve the quality of my 1:1s, how I manage meetings, how I influence key stakeholders (including our external collaborators), and how I approach hiring processes. She pushes me to challenge my thinking and approaches to management and leadership. Debra always sends me helpful notes from our sessions and follows up on them in the subsequent session. I've truly enjoyed working together!" – **Senior Director, Head of Translational Science, Biotech**

CONTACT INFO

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Debra Vinci

PROFESSIONAL BACKGROUND

Debra Vinci is the Founder of Invision Strategic Change and an Executive Leadership Coach with Mariposa Leadership, Inc. With over thirty five years experience developing leaders and guiding strategic change, Debra inspires people to answer her signature question, "What would GREAT look like?" in their leadership development, strategy, transitions, or next business ventures.

Debra asks thought provoking questions and tailors creative, practical business resources to meet clients' coaching needs. After years of facilitating global change efforts, she adapted her proven Invision Strategic Change™ model for executives and individuals in transition. A pioneer in the use of "graphicizing" in one-on-one executive coaching sessions, she can literally "draw out" ideas and visions and help translate them into concrete action plans.

APPROACH + SPECIALTIES

Using her strategic change expertise, Debra helps executives:

- Sharpen their thinking and decision-making capabilities
- Articulate engaging visions that inspire teams
- Become revered mentors who develop strong leaders
- Learn to lead with passion and presence that energizes organizations

CLIENTS

Debra has over 35 years coaching senior executives across pharma, tech, financial, and retail industries in the US, Europe, and Asia. Clients include Fidelity, Fitbit, GE, Intel, Mars, Partners Capital, Roche, Siemens, and Thermofisher.

EDUCATION + CERTIFICATIONS

- Certified Mediator (Basic, Advanced and Criminal Mediation), Harvard Mediation Program
- Certified Trainer of Facilitative Leadership™, Mastering Meetings™, Essential Facilitation®
- Certified visual meeting facilitation trainer, Changing the Writing on the Wall™
- Certification in Basic, Advanced, and Criminal Mediation, Harvard Mediation Program at Harvard Law School
- B.A., Communication and Conflict Management, University of Colorado Boulder, Summa Cum Laude, Phi Beta Kappa

PERSONAL TIDBIT

People describe Debra as a trusted strategic partner who is insightful, direct, outcome-focused, and tireless in her commitment to moving people beyond their obstacles to achieve their "great." A passionate performer since childhood, Debra began cultivating her love of music as a singer in the early 90's, and shortly thereafter discovered the power of music as a vehicle for leaders and teams to connect and communicate more effectively. Debra's unique music-driven leadership and team development program, Leadership Tuning, has helped leaders effectively engage their teams and boards with more clarity, presence, and authenticity.