



EXECUTIVE LEADERSHIP COACH

### CLIENT TESTMONIAL

“Ilana and I worked together for over a year while I was leading a University Program at a Fortune 500 company. During that time, Ilana became my go-to thought partner on all people-related issues. She was thoughtful, resourceful, and kept me grounded when I needed it most. I loved her compassion, relied on her optimism, and so appreciated her intellectual curiosity. Ilana challenged me in the most supportive of ways and I believe I became a better leader for having her in my corner. I would welcome working with Ilana again.” – **Start-up advisor and former executive, Fortune 500 Tech company**

### CONTACT INFO

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# Ilana Tandowsky, M.A., P.C.C.

## PROFESSIONAL BACKGROUND

Ilana Tandowsky is the founder of Ilana Tandowsky Consulting and an Executive Leadership Coach at Mariposa Leadership, Inc. With over 20 years of experience in executive coaching, leadership development, and organization effectiveness, Ilana partners with senior leaders and teams to navigate complexity, lead with integrity, and create cultures where people thrive.

Ilana’s career spans leadership roles in Organization Development and Human Capital Management in both large multinational corporations and fast-paced startups. She has deep expertise in helping women leaders at inflection points in their careers and guiding executives facing burnout, career transition, or leadership challenges.

Prior to launching her consulting practice, Ilana held senior roles at companies such as Gap Inc., Clorox, IDEO, PayPal, eBay, Intuit, and Redpanda. She has provided coaching and consulting to CEOs, founders, and senior leaders at Fortune 500 companies and high-growth startups.

## APPROACH + SPECIALTIES

Ilana’s coaching approach is grounded in Integral Coaching® methodology, supporting leaders to grow in ways that are both sustainable and transformative. She is known for combining empathy, humor, and a strong business sensibility to help leaders become more self-aware, resilient, and impactful.

She specializes in:

- Executive coaching for senior leaders, particularly women navigating career transitions
- Working with leaders needing to grow their skillset to attain the next level in their career
- Guiding executives experiencing burnout or feeling stuck
- Leadership development and strategic HR consulting

## CLIENTS

Ilana works with Director-level to C-Suite leaders in organizations such as: Gap Inc., Clorox, IDEO, PayPal, eBay, Intuit, Quantum, SRI International, Lookout, Redpanda, and other professional services firms. Recent engagements include:

- **CEO** at a technology startup navigating rapid growth
- **CEO** at a SaaS start up looking to up-level the leadership team and redesign the company vision and culture
- **CHRO** at a global retail company managing leadership succession
- **VP of Engineering** at a Fortune 1000 technology company seeking to harmonize a large global leadership team
- **Director of Investor Relations** making a career change

## EDUCATION + CERTIFICATIONS

- Certified Integral Coach®, New Ventures West
- Professional Certified Coach (PCC), International Coaching Federation (ICF)
- M.A. in Education with an emphasis in Organizational Theory, Stanford University
- B.A. in English Literature, University of California, Berkeley
- Certified in tools including Enneagram, MBTI, DACI, Multipliers, and Situational Leadership

## PERSONAL TIDBIT

Ilana is based in the Bay Area and coaches clients virtually across the U.S. and globally. When not coaching, she enjoys hiking, yoga, reading, spending time with family + friends, and listening to too many podcasts while walking her spirited aussiedoodle, Levi.