

Andrea Umbach



Andrea Umbach is an experienced executive coach to leaders and senior managers of global technology corporations, technology startups, media and professional services companies, and non-profit institutions worldwide. She specializes in coaching senior managers and executives to increase their awareness of themselves as leaders within their organization and to improve their management and leadership abilities. Andrea is based in Seattle, Washington.

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Executive Coach

Services include one-to-one coaching, leader and stakeholder assessments and feedback, and consulting with talent and leadership development departments to help define and refine their succession planning and development programs. Andrea's coaching of executives in large-company contexts as well as startups has the similar aim of increasing individual leadership impact on the business.

Since 2000, Andrea has been a consultant to clients at Amazon, Microsoft, Zillow, Expedia, Blue Origin, Liberty Media, The Space Needle, Waggener Edstrom, Glympse, Nokia, comScore, Shiftboard, and Seattle University, among others.

Focus areas with recent clients include: managing senior leadership teams; scaling leadership to large-scale or complex challenges; building organizational capacity; influencing tactics and change agency across an organization; strengthening strategic thinking and execution plans; building organizational mechanisms; leading innovation and disruptive thinking; prompting self-management in the context of working with senior and c-suite leaders; driving agendas forward with clarity and focus; reassessing leadership and management skills when transitioning jobs or industries; and evaluating "the first 200 days" when clients take on greater responsibilities.

Prior to starting Umbach Leadership Consulting, Andrea worked with HR and line executives at Microsoft to create systems to identify, develop, and retain future leaders for the corporation. She also conducted organization development and strategic planning efforts with critical groups across the company and provided individual coaching to senior managers around their management, leadership, career decisions, and performance. Prior to Microsoft, Andrea was Manager of Strategic Internal Communications for Alcatel NV in Paris and Brussels where she was responsible for strategic management communications for 30,000 executives and middle managers worldwide. She created widely-subscribed internal management magazines for Alcatel CEOs and executives, and developed Strategy Conferences for international managers worldwide. As Media Specialist for Apple Computers, Inc., Andrea worked on sales force motivation and management.

EDUCATION, CERTIFICATIONS AND AFFILIATIONS INCLUDE:

- Cornell University, Ecole Supérieure Lyons, and University of California, Berkeley
- Hogan Personality Inventory (HPI); Hogan Development Survey (HDS); and Hogan Motives, Values, Preferences Inventory (HMPVI)
- California Psychological Inventory (CPI)
- Blanchard Training - Situational Leadership
- Search Conferences - Participative strategic planning
- Power + Systems (Barry Oshry) - Organization Workshop and systems-thinking coaching for executives
- Center for Creative Leadership assessment tools - Executive (CEO) and Manager Benchmarks 360-degree leadership assessment
- Korn Ferry PROFILER - 360-degree leadership assessment
- Precision Questioning and Precision Answering intellectual tools
- SYMLOG - Team diagnostic tool and team building
- Coach for CoachSource, world's largest turnkey executive coaching solutions provider