

HEATHER BOWKER

COACHING COMMITMENTS, LLC

Heather Bowker is an Executive Coach and Organization Effectiveness/Leadership Development Consultant, based in San Rafael, Northern California. She is the Managing Principal of her own firm – Coaching Commitments, LLC.

Coaching & Consulting Experience

With a 30+ year international consulting and coaching career spanning three continents (London/Brussels, Hong Kong, and San Francisco) Heather's expertise focuses on the design and implementation of a full range of programs, with an emphasis on executive and team coaching, facilitating retreats and strategy sessions, leadership development and alignment, global talent strategy, global rewards, performance management and organization effectiveness. Heather also has expertise in mergers and acquisitions, including managing change and cultural integration. Her consulting clients include Adobe Systems, Cisco Systems, eBay, E*TRADE, Hewlett-Packard, and KLA-Tencor.

Heather's coaching expertise is enhanced by her global experience, her organizational development education, and her business background, which includes launching her own global business, and managing two different \$30M operations. She has coached executives from Senior Manager/Director level up to CEO in many major organizations, including Abbott, Advanced Micro Devices, Brown & Toland, Cisco Systems, Department of Energy, eBay/PayPal, Lifescan, Life Technologies, Mercer Consulting, Southern California Edison, Sutter Health, Taleo, and University of California Office of the President.

Business/Organizational Leadership Experience

Before launching her own Executive Coaching business, Heather served as General Manager and Practice Leader for Right Management for six years. Prior to that, she launched and ran her own global consulting firm, Bowker Consulting International (BCI) for eight years, growing the company to 20 employees across three continents. Her firm was acquired by Manpower in 2002, and integrated into Right in 2004.

Earlier in her career, Heather worked with Watson Wyatt for 18 years in a number of leadership roles around the world. Heather has over 30 years' experience in leadership roles, coaching and mentoring professionals and leaders to the CEO level. She has broken through many barriers during her career:

- At age 30: youngest Country Manager in a global consulting firm
- At age 40: first woman Board member for a \$400M consulting firm
- At age 50: sold her global consulting business to a Fortune 200 company

Education and Training

Heather holds a BA from the University of Warwick, England, and an MS in Organization Development from the University of San Francisco. She is certified in a one-year program for integral professional coaching from New Ventures West, and has served as a mentor to that program. She is certified in a number of assessment tools applicable for executive coaching, e.g. Herrmann Brain Dominance Instrument (HBDI), Compass 360, Lominger Architect and Voices 360, and the Hogan Leadership Series of assessments.