
BARBARA DOWELL LANCASTER

EXECUTIVE COACH

AREAS OF EXPERTISE

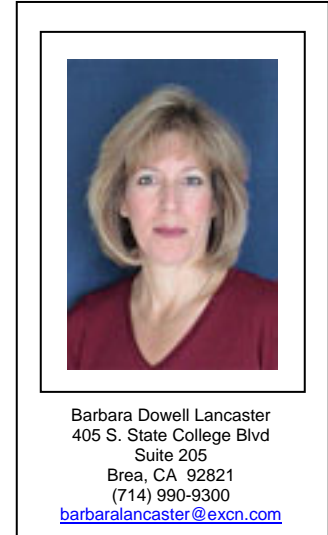
- Leadership Development
- Mentoring
- Process Improvement
- Succession Planning
- Expansion and Merger Planning
- Matrix management challenges

CLIENTS

- R. R. Donnelley
- Eastman Kodak
- Metromail Corporation
- Junior Achievement of Southern California
- J P Morgan Chase
- Lufthansa Sky Chef
- Memorial Healthcare IPA
- North American Honda

LEVEL/TYPE

- CEO's
- Presidents
- Senior Vice Presidents
- Vice Presidents
- Directors
- Managers and Supervisors
- High Potential Performers



BIOGRAPHICAL INFORMATION

Barb has 23 years of experience leading in a variety of fields including manufacturing, software creation, marketing, and sales. Her management experience has spanned a wide range of markets from financial, telecommunications, publishing, catalog production, and direct marketing. Before beginning coaching, she led a \$100 million printing plant for R. R. Donnelley in Torrance, CA.

She has served as an internal and external coach in a merger of two former competitors; joint venture management; expansion planning; reorganization of sales models; craft and management training; operation start up and shut down; and high potential development mentor programs. Through coaching work she has helped leaders clarify their vision, reconnect with their organizations and build empowered teams. She seeks input for her coaching clients from all levels within an organization helping to expand her client's point of view, raise their self awareness, and reach their goals. Her ultimate goal is to build the capacity for personal reflection and learning in her clients enabling them to move forward successfully with their professional lives.

She holds a BA in Economics and Biology from Bucknell University as well as graduate work in Organizational Dynamics from Franklin and Marshall College, Strategy from Indiana University Executive Program, Executive Leadership from Northwestern University and Leadership from the Center for Creative Leadership at the University of Maryland. Barb studied coaching at the College of Executive Coaching in Santa Barbara. She is active in the community and leads the Torrance Public Library Foundation as well as being a member of the Board of Directors for Junior Achievement of Southern California. She is an enthusiastic underwater videographer and world traveler.