



Education

- ❖ *Ph.D., Case Western University*
- ❖ *M.S., Carnegie Mellon*
- ❖ *B.S., Syracuse University*

Professional Certifications

- ❖ *Executive Coaching Certificate, College of Executive Coaching*
- ❖ *Gestalt Professional Certified Coach (GPCC)*
- ❖ *Quality Matters Certification (QM)*

Community Involvement

- ❖ *Management Faculty of Color Association*
- ❖ *American Association of University Professors*
- ❖ *Academy of Management Association*
- ❖ *Executive Board – Feet on FIRE*
- ❖ *Organizational Behavior Teaching Society*
- ❖ *Society for Human Resource Management*
- ❖ *Kent State University – Faculty Senator*

Assessments

- ❖ *Fundamental Interpersonal Relations Orientation™ (FIRO®)*
- ❖ *Thomas-Kilmann Conflict Mode Instrument (TKI®)*
- ❖ *Gallup's StrengthsFinder & StrengthsQuest*
- ❖ *Myers Briggs*
- ❖ *Emotional Intelligence Quotient (EQi)*
- ❖ *DiSC*



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Summary

Dr. Velvet Lanningham is an Executive Coach with Ratliff & Taylor's Leadership Development practice. She possesses over 20 years of management consulting experience in both the public and private sectors, including a number of organizational management studies associated with implementing virtual work as a means to enhance organizational efficiency and effectiveness.

Velvet has provided executive training and development for numerous Fortune 500 companies in areas such as: leadership, competency development, emotional intelligence, individual & group effectiveness, technology integration and implementation, strategic planning & development, human resource management, appreciative inquiry, and diversity & inclusion.

As an Associate Professor of Management at Kent State, Velvet teaches and mentors students at the undergraduate, graduate and doctoral levels. Her research accomplishments include publications and presentations in numerous national and international journals and conferences.

Personal Coaching Philosophy:

I believe we are all fully capable of achieving the change we desire. Through professional, thoughtful, and generative coaching, I help clients explore their desires and identify paths to exceptionalism. As a coach, I call upon a variety of tools, techniques, and personal & professional experiences to aid clients in identifying pathways, mobilizing around awareness, and achieving both personal and professional career aspirations.