



ADRIENNE SEAL
MA, PSYCHOLOGY & ORGANIZATIONAL DEVELOPMENT, ACC
MANAGING PARTNER

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Adrienne is an executive coach and organization development consultant. She is a Managing Partner with Dragonfly Consultants. She is known and appreciated for her insight into human nature and team dynamics and her thoughtfulness and innovative approaches to coaching, organization effectiveness and culture transformation. She incorporates her over 20 years of business knowledge with her belief in the human potential to help organizations, teams and individuals realize what is possible.

Her versatility as an executive coach and organizational effectiveness consultant have resulted in many successful engagements in a variety of companies including Blue Shield, Cisco, Del Monte, The Clorox Company, Handtmann Inc, Hewlett Packard, Tessera, Xperi, and non-profits including The East Bay SPCA. Notable in her work is her ability to help leaders with building deliberate and inclusive organizational cultures where employees feel valued, engaged and energized. Core to her working philosophy is: "Answers reveal themselves when people authentically show up."

Though not exclusive to women, she enjoys working with women executives and their specific challenges, especially their relationship with power and navigating male dominated boardrooms and executive teams. Her recent engagements include coaching the named successors to both the CIO and General Counsel positions for a major healthcare organization.

She has guest lectured with the University of Illinois; "Designing High Involvement Organizations," the University of San Francisco; coaching MBA graduate students in change management consulting, and presented a case study with the STS Roundtable; "HR Transformation in a Global CPG company," and most recently participated on an expert panel on Diversity talking about the "power of story." She regularly blogs on leadership and culture transformation on the Dragonfly Consultants website.

Adrienne graduated with a BA in Cultural Anthropology from San Francisco State University, giving her the skills of observation and exploration necessary to understand cultures and climates. She has an MA in Psychology and Organization Development from Sonoma State University. She sat on the Board of Directors for the STS Roundtable.

Adrienne is an ICF certified coach, trained at New Ventures West and Envision Global Leadership, she is qualified in MBTI, TKI, Everything DiSC, Five Behaviors of a Cohesive Team, Organizational Culture Index (OCI) and Organizational Effectiveness Index (OEI), and is a certified Emotional Intelligence Coach.



**MICHELLE DOMBROWSKI
SULLIVAN - MS, GLOBAL BUSINESS & LEADERSHIP
MANAGING PARTNER**

LinkedIn

Michelle could be described as a "Swiss Army Knife" - a global business & technology executive, consultant, educator, entrepreneur, and professional coach offering over 20 years of experience working with organizations ranging from innovative start-ups to international Fortune 10 companies. These companies included Intel, Dow Corning, Dow Chemical, Nike, DIRECTV, Tessera, FotoNation, First DataBank, Kaiser Permanente, and Blue Shield. Michelle is a Managing Partner with Dragonfly Consultants, working with enterprises and start-ups in developing their company cultures and leaders. Michelle is also a Professor and Coach in the MBA program at UCLA in the Organizations and Management Department.

She most recently held the position of COO with Reppify, a technology start-up in San Francisco where she was responsible for building, growing, and running the entire organization onshore and offshore. Prior to Reppify, Michelle was on the Leadership team and played an internal coach/mentor role at Kaiser Permanente where she was responsible for helping oversee 10 technology teams and partnering across the business in their National Care Delivery & Pharmacy, IT Business Information Office. She has consulted with executives at DIRECTV up to the C-level and at Nike working with the teams on strategic IT change initiatives. Michelle held a highly visible global management role at Intel where she was focused on enterprise-level technology initiatives that resulted in significant internal and external change. While in Ireland, she reported to the CEO of MUZU.TV, a social online music & video company, in the General Management role being responsible for building the organization from the ground up. The company had grown by over 50 percent in one year, and the leadership, processes, and systems that she implemented resulted in high-performing teams with an outcome of increased employee productivity, collaboration, retention, and morale.

Valuing different perspectives is integral to her work due to her experience as part of international teams and having lived/worked/studied in France, Ireland, Mexico, and Argentina. She believes that high-performing teams are made up of diverse backgrounds, which fosters an environment of constant innovation.

Her recent coaching engagements include a 14-month Executive Coaching program to Expatriate Executives in the potential CIO succession path at a Fortune 10 company, current Vice President's at a major Healthcare organization, and global executives for a technology company in Ireland. She is also on the International Coaching Federation-Los Angeles (ICFLA) Board of Directors as Communications Director.

Michelle holds a BS from the University of Michigan and MS in Global Business & Leadership (MSGL) from the University of San Diego. She spoke as a distinguished alumni at an MSGL commencement, was a featured "Successful, Interesting, and Inspiring MSGL Grad" and guest lectures on the topics of Leading and Working within Global Teams and Women in Leadership.

Michelle holds certifications in ICF Executive Coaching, Business Process Management Practitioner (BPM), Project Management Professional (PMP), Everything DiSC, 5 Behaviors of a Cohesive Team, and is qualified in ICF, Organizational Culture Index (OCI), Organizational Effectiveness Index (OEI), and TKI (conflict management).