

**Rebecca Shambaugh** is one of the country's leading experts on executive leadership. She is the President of SHAMBAUGH Leadership, a global leadership development organization whose mission is to develop high-performing leaders who transform workplace cultures to drive greater innovation and business results. She is also the Founder of Women in Leadership and Learning, one of the first executive leadership development programs in the country dedicated to the research, advancement, and retention of women leaders and executives. She is respected for her lifetime of groundbreaking research and thought leadership for developing and advancing women leaders and executives, and creating equitable cultures.

Rebecca has served as a strategic partner with a number of executives and their organizations providing executive coaching and targeted leadership development solutions. Her organization has worked extensively with its clients in creating a growth mindset and engaged work culture that drives greater talent utilization, collaboration, and innovation.

Combining 20+ years in corporate America, from front-line operations to the corporate headquarters, Rebecca connects with each person through her masterful storytelling and the ability to bring to life important lessons, mindsets, and behaviors that are essential for empowering leaders to step into their unique talents and to thrive in existing roles and beyond.

Rebecca speaks at major conferences and forums before thousands of leaders and executives around the world every year, challenging conventional wisdom and overturning assumptions about how to lead in today's business environment across six continents. Rebecca shares her winning formula for successful leaders and organizations which focuses on people, performance, and profits.

Rebecca has received many distinctions and awards, including Recipient of the Smart CEO Brava! Award, Business Leader's Women Who Mean Business Award, Entrepreneur Organization of the Year Award, Finalist for the Outstanding Corporate Citizenship Award for Woman-Owned Business of the Year, Board of Directors for Women Business Collaborative, Chairman of the Board of Young Women Lead, Member of the National Press Club and the Economic Club of Washington, D.C.

Prior to starting her own company, Rebecca worked for such premier organizations as General Motors, Fairchild Industries, and Amax Inc. as a senior executive in the leadership and human capital arena. Rebecca partners with a cross-section of clients such as the Association of Corporate Counsel (ACC), AstraZeneca, AvalonBay Communities, Inc., Cisco, e.l.f., Equifax, Google, Hilton Worldwide, IBM, International Finance Corporation, Johnson & Johnson, KPMG, Lockheed Martin, Marriott International, Mastercard, Microsoft, Salesforce, Verisign, and Voya.

Rebecca has presented keynotes at Berkeley University Women's Conference, The Conference Board's Leadership Conference, Grace Hopper Celebration Conference, Information Technology Senior Management Forum, The Learning Conference, Marriott's Women History Month Summit, Mastercard's Senior Leadership Forum, National Association of Women in Financial Services, The National Intelligence Agency Women's Summit, Society for Women Engineers, The U.S. Department of Transportation Women's Executive Retreat, Watermark, Women in Bio Executive Board, and a TEDx speaker.

Rebecca holds a Bachelor of Arts Degree in Organizational Behavior/Communications from Purdue University and a Master of Arts Degree in Organizational Development from Marymount University.



## Thought Leadership

As well as being an internationally recognized keynote speaker, Rebecca is also a best-selling author, contributing editor for *Harvard Business Review*, and blogger for the *Huffington Post*. Rebecca has been showcased on CNBC, TED Talks, Fox News (New York), NPR, Washington Business, ABC, and numerous syndicated radio talk shows. She has been featured in publications such as: *Leader to Leader*, *The New York Times*, *The Washington Post*, *Training Industry*, *Time Magazine*, *USA Today*, *Fortune Magazine*, and *U.S. News & World Report*. Rebecca is the author of the best-selling book, "It's Not a Glass Ceiling, It's a Sticky Floor" it remains on the bestseller list today and has been translated into more than nine languages.



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