



Executive Coach Biography

Sonya Ware



Sonya brings to her clients over 15 years of coaching leadership and excellence. She has a broad reaching background, which spans information technology, healthcare, energy, non-profit, higher education; national and internationally. An entrepreneur, and executive coach, whose work, with high-performing clients results in greater self-awareness, and impact. Sonya's niche is to co-create a space where clients embrace their full potential, make new behavioral choices, and maximize their impact. *Changing what leaders do, not who they are.*

She helps her clients to demonstrate self-mastery, build a shared vision, collaborate for innovation, and deliver extraordinary results. She has coached professionals, individual contributors to C-level executives, in companies such as Royal Dutch Shell, British Petroleum, UT M.D. Anderson Cancer Center, United Way of Greater Houston, Pfizer, Morgan Stanley and Rice University.

Representative Executive Coaching Assignments include:

- CTO, Healthcare Organization
- SVP, Healthcare Organization
- CEO, IT Start-Up
- VP, Global Sales, Oil and Gas
- COO, Healthcare Organization
- Regional GM, Oil and Gas

Business and Organizational Leadership Experience

Sonya has been a senior consultant and leader, in Fortune 500 companies, EDS and Shell respectively, managing information technology, facilitating the development of the IT-Manufacturing strategy; implementing both process and behavioral components that resulted in IT with a seat at the table, partnering with the customer to shape demand; and engaging the organization at every level to embrace the strategy and deliver results on time, on budget and to the customer's delight.

As an Americas senior leader on a global team, she created a recognized practice of accountability and inclusion which became the blueprint for her peers in Europe/Africa and Malaysia. She was nominated multiple times as a Champion of Diversity and awarded the CIO's award twice for creating the *'right work environment'*.

Grounded in many years of practical experience in operations, support, strategy and team leadership, Sonya's experiences are transferrable, and she is known for helping her clients create performance strategies that benefit both the client and the organization.

With healthcare leaders, director level and above, Sonya's clients are generally onboarding as new leaders, and are needing to level up to meet the demands of the new role and quickly evolve into the leader they intend to be. Client job functions in healthcare span human resources, legal, information technology, clinicians, and the chief medical office.

Publications and Speaking Engagements

She is a guest lecturer, leading keynote for professional organizations, non-profits, university, and corporate clients; customizes training needs to match the organizations goals. Topics include leadership, communication, and diversity & inclusion, and racism.

Industry Coaching Experience

Healthcare
IT Start-Up
Non-Profit
Oil and Gas, Energy
University

Functional Coaching Experience

Executive Suite
Human Resources
IT
Legal
Operations
Sales

Leader Levels

Individual Contributor to
C-Suite

Assessment & Certifications

Myers Briggs Type
Indicator (MBTI)
Hogan
EQ-I 2.0
Strong Inventory

Professional Certified Coach (PCC)

ICF

Education

Executive Leadership Certificate
Cornell University

MA, Liberal Arts

University of St Thomas

BA, Business Administration: Entrepreneurship
University of Houston

Languages

English