



Ed Rankin has worked with many senior and mid-level executives and successful entrepreneurs. Ed has designed, implemented, and managed corporate coaching and leadership development programs. He is an expert in organizational systems and effectiveness, and has designed and implemented several organizational research programs, including employee opinion and engagement surveys. As a skilled facilitator, Ed has conducted many planning sessions, focus groups, and other research and learning sessions. His experience includes human resources roles at a large commercial bank, a natural gas utility, a high-tech manufacturing company, a computer services company, Frito-Lay, and Ernst and Young.

Ed was the Founder and CEO of PeopleSolutions, a nationally recognized pioneer in human resource management outsourcing and consulting. He led the company from start-up to 80 professionals in five years. Ed held full responsibility for all aspects of business operations, including client services, finance and accounting, investor relations, sales, and marketing. The company was named to Dallas 100 and the Inc. 500, and was recognized as the “Portfolio Company of the Year” by the National Association of Small Business Investment Companies.

ED'S APPROACH

Ed draws on his unique blend of entrepreneurial and corporate experience, in conjunction with his academic credentials and training, to best support his clients.

EDUCATION

- Ph.D. Fielding Graduate University
- M.A. Fielding Graduate University
- M.S. University of North Texas
- B.S. Appalachian State University
- Evidence-Based Coaching Graduate Certificate, Fielding Graduate University
- Professional Certified Coach (PCC)
- Senior Professional in Human Resources (SPHR)

DELIVERY EXPERIENCE

- Team Development
- Organizational Design
- Employee Engagement
- Conflict Management
- Emotional Intelligence
- Leadership Development
- 360 Feedback
- Strategy Planning
- Talent Management
- Organizational Development

INDUSTRY EXPERIENCE

- Utilities
- Commercial Banking
- Professional Services
- Technology Manufacturing
- Consumer Products
- Insurance
- Commercial Real Estate Development
- Commercial Construction

COACHING EXPERIENCE

- SVP/C-Level
- VP Level
- Director Level
- Manager Level
- High Potentials