

# Tiffanie Dillard, PhD

San Diego, California

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STRATEGY



Dr. Tiffanie Dillard lives with passion, purpose, and intention. As a coach, she focuses on the alignment between the organization's needs and her client's authentic self. She helps clients discover their unique gifts and live intentionally, so that they are bringing their whole selves to their work to achieve results beyond their dreams.

She brings her academic interests in Organizational Psychodynamics and her 25 years of leadership experience across multiple industries to her coaching engagements. Following a highly rewarding corporate career at CIGNA, Thunderbird School of Global Management, and PetSmart corporations, her motivation for authenticity and meaningful contributions led her to the coaching profession.

She was most recently the Chief Administrative Officer and interim CEO of a vibrant and progressive organization with responsibility for all Operations and Support functions including: Employee and Patient Experience, Community Development, Grants Administration and Programs, Marketing and Technology. Her team achieved The Joint Commission accreditation including Patient Centered Medical Home designation, while opening multiple new sites and service lines and implementing its first ever enterprise-wide Health Information System. This growth was possible because of the talent she aligned around these goals and the foundation of an employee-centric culture that she built. Employee survey levels were measured best in class by Great Place to Work® standards and employee turnover dropped over 30% in her first year.

Now a sought after coach and consultant, she works with individuals and groups to create solutions in the areas of Succession Planning, Culture Transformation, Team and Leadership Development, Employee Engagement and People Strategy during mergers, acquisitions and outsourcing.

Tiffanie's PhD is in Human and Organizational Systems where her doctoral research focused on the phenomenon of Followership, with an emphasis on the complex dynamics of women reporting to women. She holds Masters' Degrees in both Organizational Management and Human Development, the Senior Professional Human Resources certification and qualifications in the DDI Leadership Development suite, MBTI, DISC, Emotional Intelligence (EQi 2.0) and the Strengths Deployment Inventory. She is an Adler trained professional coach.

She is a member of the International Coach Federation, OD Network, and the Academy of Management. She serves on the Board of Lead for Good, a 501©3 dedicated to transforming nonprofit leaders through learning opportunities and coaching.