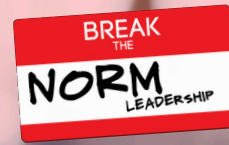


RANIEKA WESTON

PCC, SHRM-SCP, MASCL



Certified Executive & Leadership Coach HR Strategist / Facilitator / Trainer

EDUCATION

Seton Hall University

- Masters in Science in Strategic Communication and Leadership (MASCL)

Florida A&M University

- Bachelor of Arts in Business Administration

PROFESSIONAL HIGHLIGHTS

- 20+ years corporate Sales, Leadership Development, Management and HR experience
- 10 years supporting leadership development initiatives and 2 years as a certified professional executive coach.
- 200+ logged coaching hours

CERTIFICATIONS

- ICF Certification Associate, Certified Coach (ACC)
- Development Dimensions International (DDI) Certified Facilitator
- SHRM-SCP Certification
- Professional in HR (PHR) Certification

ASSESSMENTS

*Certification achieved

- The Leadership Circle (TLC) 360 * DiSC®
- Strengths Finders 2.0
- Situational Leadership
- Adult Development Interview

PROFILE

Ranieka Weston boasts over **two decades of expertise** in commercial learning, talent management, and executive coaching. With diverse roles such as Sales Manager, VP Talent Management, and independent consultant, she excels in unlocking the potential of leaders, particularly those grappling with self-identity and career progression. At Harris and Weston Consulting LLC, she specializes in executive coaching and HR consulting, targeting individuals poised for transformation. Ranieka has crafted internal leadership programs for various teams and spearheaded talent management initiatives, emphasizing coaching, development, and training. Leveraging her background in sales and facilitation, she delivers transformative content aimed at unleashing potential. **Her fervor lies in empowering underrepresented professionals and advocating for inclusivity and equity in all facets of their careers.**

COACHING APPROACH/PHILOSOPHY

Ranieka, a Georgetown University-trained and certified coach, integrates leadership concepts and coaching models into her practice, anchored in adult development theory and appreciative inquiry. Her approach, rooted in the belief that development is a lifelong journey, empowers individuals and teams to explore their potential. By disrupting thought patterns, fostering courage, and dismantling self-imposed barriers, she guides ambitious leaders toward clarity and goal commitment. **Ranieka emphasizes self-awareness, reflection, partnership, and a dedication to growth in all coaching engagements.**

LEADERSHIP DEVELOPMENT

Ranieka is adept at aligning career goals with organizational strategy **across various sectors.** With a focus on high-potential talent, she designs and implements talent strategies, including succession planning, coaching, onboarding, and engagement assessments for executives, leaders, and individual contributors. Her experience spans both private and nonprofit sectors.