



ROBERTO GIANNICOLA

COACH / FACILITATOR

Roberto Giannicola is a Certified Professional Coach & Facilitator. His work is focused on clients in the high-tech, bio-tech and banking industries. They are aspiring leaders or established executives, with expert technical minds, who are brave enough to want to change and advance to higher levels. The essence of his work is to facilitate self-growth by helping his clients identify the core challenges and setbacks in their lives, so that they can overcome them with confidence. He calls this “having algorithm and learning how to dance.” In addition, he has developed and conducted group coaching and training programs, to promote a culture of peer coaching and collaboration, by learning how to use coaching principles in their day-to-day communication.

With a 15-year corporate background, as a consultant in software development and project management for high-tech and financial organizations, Roberto understands people with analytical/technical mindsets, and the challenges they face. Through years of classroom facilitation and coaching, he gained extensive experience, helping technical experts to build emotional intelligence and obtain the essential leadership skills, needed to succeed. He specializes in the transition from expert to leader. He coaches individuals on how to align their needs and personal values, with their work, in order to achieve a sense of fulfillment and meaningful results.

Roberto is Italian, and born and raised in the French Alps of Switzerland, where he lived until he moved to the San Francisco Bay Area. He developed an understanding of diverse business cultures, by working globally with people from countries such as Europe, U.S.A., China, Southeast Asia, Africa and Central America. This helped him to be more suited to work with the multi-cultural environments of today's

high-tech industry. Roberto is also fluent in Italian, French and has a moderate command of the Spanish language.

What stands out most in working with him is the support, trust, honesty, and the sense of growth and ease that people experience. He works with clients using a whole perspective, including values, attitude, culture, aspirations and obstacles. He helps people gain awareness as to how their attitude is working for, or against them, by removing unneeded chaos, and helping them live a life they can celebrate, rather than tolerate.

Roberto has a Bachelor's degree in Business from Switzerland. He is a Certified Professional Coach through iPEC Coaching, a member of the International Coaching Federation, and a Certified Energy Leadership Index – Attitudinal Assessment Master Practitioner. He is also a Certified Effective Facilitator through Leadership Strategies and Dale Carnegie, and is certified in the Leadership Circle Profile 360.

Roberto has volunteered in medical missions in Africa and Asia. He enjoys hiking in solitude, adventurous motorcycle rides and relaxing his mind, while painting.

CLIENT TESTIMONIALS

Roberto is very knowledgeable about leadership and is a good teacher. He is patient and relaxed but didn't hesitate to dig into areas where I was inexperienced, to help me develop a toolbox for how to approach being a leader. He helped me clarify what my role should be as a leader and what I should expect from the people around me so we can set expectations, start reducing stress and grow together.

All the leadership training I've had prior to this was on-the-job, trial and error. I knew there was a lot for me to learn about how to effectively lead. Working with Roberto has helped fill in the gaps in a very targeted way with valuable coaching feedback, as I worked through problem areas. Specifically, using a coaching model to ask questions of my direct reports and enable them to become more independent as well as asking questions at the start of conversations that could become confrontational, to get a clear understanding of everyone's goals. I'm thankful to have had the opportunity to work with Roberto and develop as a leader.

— Brian Campbell, Lead Animator - Epic Games

Roberto challenged me and helped me reflect on my thoughts and answers. He has a knack for getting me to open up, and I never felt judged. I really appreciate his style, and he has a good balance of praising me while gently guiding me to different conclusions. He helped me understand how to praise effectively, how to deliver negative feedback in a direct but genuine way, and how to think about my team with a bigger-picture lens. I am so grateful for Roberto. This program and his guidance, it has truly made the biggest impact on my leadership skills in my entire career.

— Julia Darton, Sales Director - Yelp

What Roberto is truly gifted at is bringing out the best in people as a Professional Development coach. He is great at helping people recognize their potential and using his skills to unleash their hidden talent. Roberto is also a whiz at team building. He can get team members to overcome their differences, foster better relationships with one another, and work collaboratively despite their differences. Roberto is a natural leader and an outside-the-box thinker who is passionate about what he does, and an asset to any team he is on.

— Carol J., Senior Technical Writer - Salesforce

CLIENT LIST

