

Synthia Smith



**E-Colors:**

Yellow/Blue

**Current position:**

Senior Coach

**When I joined Equilibria:**

25<sup>th</sup> February 2011

**Why I joined Equilibria**

My life passion is helping others realize their potential, whether it's an individual, a team or a Fortune 100 organization. Equilibria is all about having people realize potential and I'm excited to be part of a team where everyone is aligned on that purpose. We bring this synergy into the "people-first" way we partner with our clients to help them achieve unprecedented business results.

**My professional background:**

Since 1995, I have coached hundreds of clients from across the globe in industries ranging from Fortune 10 petroleum, construction and manufacturing to education, government and IT start-ups. In addition to having my own consulting company, I've been a partner and VP of two training and coaching consultancies. I've led culture change initiatives, coordinated global programs, managed client engagements and developed customized programs. I love the "aha moment" when my clients discover a hidden opportunity: they credit my practical yet deeply intuitive approach as the key to their unexpected results.

Prior to becoming a coach, I spent 19 years with Exxon Mobil as a geoscientist in a variety of Exploration and Production positions including drilling wells in Alaska, the Gulf of Mexico and onshore Texas, leading the major field studies group and coordinating geoscience wellsite operations training. I also served several years in Exxon Exploration Company, where I conducted performance needs assessments and coordinated the development of domestic and worldwide geoscience training programs. I was instrumental in developing lasting change: the new hire training and the mid-career training programs are still in place today after more than a decade and the competency model I developed is widely used in industry.

**My educational background:**

I have over 150 days of coach training and hold a number of coaching certifications, including Right Management Leadership Development Coaching, Deep Change SQI, Halpin Leadership Strategists, Legacy Learning, LLC, and Marshall Goldsmith's Executive Coaching methodology. I hold a BS in Psychology from the University of Houston, a BS in Geology from Indiana University, and a 2<sup>ème</sup> degré in French Language from the Université de Strasbourg, France.

**My family and general interests/hobbies:**

I live in the Texas Hill Country on the outskirts of Austin, where I am surrounded by nature and hear the occasional coyote yipping at night. I was born in Indianapolis, Indiana and look forward to seeing my extended family at our reunions each May on the Indy 500 weekend. I enjoy renovating my log cabin, gardening, cooking, volunteering and laughing a lot with my boyfriend Steve.



**Synthia Smith (Y/B)**

Position: Senior Coach

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