

Randolph Rowland

Crisis Intervention and Turnaround Specialist

Randy Rowland guides organizations through challenging times and senior management transitions by fostering a culture of trust, accountability and effective communication. As an interim CEO or Executive Director, or as an advisor to leadership, he has the proven ability to overcome turmoil and establish a culture of success.

Using his experience as a CPA, Randy has a sharp focus on financial oversight and profitability. As the CEO/Executive Director of both for-profit and nonprofit organizations, he studied the challenge of managing and motivating not only his coworkers, but himself as well.

As the former CEO of an employee owned company with offices across the nation, Randy understands the importance of employee engagement. With the experience of rescuing his own family's business from demise, Randy understands the unique challenges facing those who work together, and who also grew up together.

Randy brings a wealth of diverse experience to organizations experiencing turmoil. His calm presence, careful listening, and strategic thinking have helped others to rethink and overcome the challenges they face.

Randy has served on a total of 16 profit, non-profit, governmental and school boards. He has spoken at several regional and national conferences on such topics as:

- *Effective Boards of Directors: Best Practices in Governing an ESOP Company*
- *Building Relationships By Leveraging Differences*
- *Doing More With Less: Building Trust in Stressful Times.*



Randy Rowland

Randy is a graduate of Middlebury College with a degree in economics, and earned an MBA in finance from the University of Vermont. He is trained in mediation, and certified in both the Myers-Briggs Type Indicator and the Interstrength® Method for coaching and counseling.

Randy operates as an Interim CEO/Executive Director, an advisor to senior management and boards of directors with demonstrated success in leading organizations out of turmoil and stagnation into order and growth.

Phone: 802-654-8787

Email: randy@coachingcenterofvt.com

Vital Business is a division of:



www.vitalbusiness.biz

802-654-8787 or toll free: 877-619-2814

76 Pearl Street, Suite 204

Essex Junction, VT 05452