**BIANCA ZICK**

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www.biancazickcoaching.com

(612) 578-3356

**PROFESSIONAL EXPERIENCE**

Bianca Zick Coaching LLC – Minneapolis, MN: Co-active Coach.

September 2011-present.

Coach clients in the Co-Active methodology. Work with clients to unearth and reignite the passion and purpose in their lives. Coach clients in all areas of life, including self-growth, professional growth and relationship growth. Specific focus on women finding more purpose, connection and passion their lives, men and women allowing themselves to be whole and authentic at work and parents parenting more intuitively and intentionally to support the special gifts of each unique child

Develop and lead workshops addressing specified needs and goals of groups.

Lead “Can Different Perspectives Change Your Life?” and “Building a New Relationship with Your Adult – Child”

Dorsey & Whitney LLP – Minneapolis, MN: Employee Relations Director. August 2003 - May 2007.

Coached managers, directors and lawyers in the development of leadership skills, including alignment with firm’s strategic goals, communication style, awareness of intended and unintended impact on their teams, giving and receiving feedback, management of own behavior in high stress situations and leveraging natural leadership abilities.

Developed individual’s ability to lead direct reports and staff by creating inclusive work environments, managing employee performance issues and utilizing employees at full potential.

Helped departments build more cohesive and successful teams through both individual coaching and group workshops. Developed and lead workshops based in various methodologies including: Appreciative Inquiry, 360 Degree Feedback, and Role Play.

Mediated employee conflicts; provided training on employee relations issues and employment laws; investigated internal and external discrimination and harassment allegations; and drafted employment policies.

The Mel Group – Minneapolis, MN: Senior Human Resources Consultant.

February 2001 - July 2003.

Designed and implemented human resources systems and procedures for start-up companies. Coached executive teams on all matters relating to employee management, including hiring, team-building and performance accountability.

Dorsey & Whitney LLP – Employee Relations Manager.

September 1998 – February 2001. See Dorsey & Whitney LLP: 2003 – 2007.

Dorsey & Whitney LLP – Associate Attorney - Employment and Labor Dept.

October 1992 - September 1998.

Advised employers in all types of workplace matters pursuant to federal and state employment and discrimination laws: lead trainings about sexual harassment, advised clients on employee discipline and discharge actions; established and revised employment policies and practices; investigated and responded to discrimination and harassment allegations; and created and conducted client training on the Federal Medical Leave Act and the Americans with Disabilities Act.

**CERTIFICATIONS**

Associate Certified Coach - International Coaches Federation. June 2013

Certified Co-Active Coach - The Coaches Training Institute (CTI). May 2012.

Co-Active Leadership Program Graduate – CTI. February 2013

Hogan Assessment Systems (360 Degree Feedback)

Emotional Competence Inventory (360 Degree Feedback)

**EDUCATION**

The Coaches Training Institute

University of Minnnesota Law School, J.D., *cum laude*

University of Wisconsin – Madison, B.A.- Journalism. Phi Beta Kappa