



**DR. MARCIA REYNOLDS**

**“The Bold-Hearted  
Speaker”**

**TURNING YOUR LEADERSHIP CONVERSATIONS  
INTO HIGH-COMMITMENT,  
MIND-CHANGING EVENTS.**

MAXIMIZE INFLUENCE  
PERSONAL GROWTH Sensory Intelligence  
HEAD, HEART, AND GUT BRAINS  
Managing difficult conversations  
CHANGE MANAGEMENT  
**LIFE-CHANGING  
CONVERSATIONS**  
COGNITIVE AND SENSORY AWARENESS  
Outsmart Your Brain  
THE COURAGE TO TAKE THE DEEP LEAP  
Single Greatest  
Competitive Advantage  
THE DISCOMFORT ZONE

# Who is DR. MARCIA REYNOLDS?

She is the expert companies call on to uplift their connections, conversations, and cultures. Dr. Reynolds is known for her expertise in developing leaders to use Reflective Inquiry, Communication Kinesthetics, and Courageous Coaching to inspire engagement and innovation within their organizations.

With over 40 years in cultural change and transformational leadership experience, she has spoken in 41 countries on six continents and reached over 100K people worldwide. Dr. Reynolds has extensive expertise in creating behavioral strategies, building high-trust workplaces, and providing leadership coaching and training within both startup and established multi-national firms.

Responding to the need for more effective leadership conversations, her innovative, well-researched techniques give leaders the ability to manage their own emotions while dramatically improving their impact and results. Marcia models what she teaches, delivering her programs with humor, authenticity, and a deeply-felt care for her those she speaks with, from one person to overpacked room.



*Marcia Reynolds, PsyD,  
Master Certified Coach*

“ Marcia Reynolds is by far the most effective and influential executive coach and corporate trainer I have ever encountered. ”

*- Per Lindved Madsen, PhD, Head of Global Talent Management, DAMCO*

## DR. MARCIA REYNOLDS IS THE EXPERT ON UNDERSTANDING AND SHIFTING EMOTIONS IN THE WORKPLACE SO LEADERS CAN:

- ✓ Flip Defensiveness, Stonewalling, and Nervous Laughter into Provocative Conversations
- ✓ Project a Powerful Presence and Make Critical Decisions When Emotions Have Taken the Wheel
- ✓ Create Profound Connections that Activate Change, Creativity, and the Joy of Working Together



World Vision



Medtronic



MAERSK

Smith College



HARVARD Kennedy School  
JOHN F. KENNEDY SCHOOL OF GOVERNMENT



Are You Ready to Achieve GREATER RESULTS?

Book Dr. Marcia Today!

# LEARN HOW TO HOLD “Deep Leap” CONVERSATIONS THAT MAKE A DIFFERENCE

Dr. Marcia’s 3 Brain Wisdom™ model is designed to help access the intelligence of the **head**, **heart**, and **gut** so you can successfully transform conversations...

## APPLYING ALL THREE LEVELS IS THE KEY TO:

- ✓ Sparking a synergistic connection that instantly creates trust
- ✓ Encouraging exploration that activates learning and creativity
- ✓ Inspiring the courage to take action that leads to long-term change and results



3 Brain Wisdom

## CLIENT BUSINESS SUCCESS:

- Increased productivity levels and workflow efficiency
- Improved ability to handle difficult conversations with more confidence/effectiveness
- Successful building of a high-trust team environment
- Defused defensiveness and improved emotional management and behavioral choices
- Enhanced awareness of self and others
- Stronger ability to adapt when emotional triggers are activated
- Positive momentum toward career/dreams

## AWARDS & CAREER HIGHLIGHTS:

- Internationally recognized Transformational Leadership Coach: spoken in 41 countries on six continents
- #5 in the Top Global Coaching Gurus, and #1 female coach <http://globalgurus.org/coaching-gurus-30/>
- International Coach Federation - Former President and honored in their Circle of Distinction for her work to enhance the coaching profession worldwide for over 25 years
- Association for Coach Training Organizations - Former Global President)
- One of the first 25 people in the world to earn Master Certified Coach
- Training Director for the Healthcare Coaching Institute at Virginia Tech (U.S.)
- International Coaching Academy (Russia) - Faculty
- Create China Coaching - Faculty
- Gold Medal: Axiom Business Books Awards (Wander Woman)
- Global Coaching Leadership Award (World HR Congress, Mumbai, India)
- CSP (Certified Speaker Professional) by the National Speakers Association



**Book the Speaker that High-Growth Companies call on  
to GAIN a competitive advantage**

# A Sampling of her Powerful **KEYNOTES AND INTERACTIVE WORKSHOPS**

Topic - LEADERSHIP and ORGANIZATIONAL CULTURES

## **COMMUNICATION KINESTHETICS**

### *How to Connect, Influence and Uplift*

- ✓ Replace superficial exchanges with revolutionary conversations that inspire engagement and innovation
- ✓ Apply innovative relational strategies using sensory awareness and full-body presence
- ✓ Build high-trust, high-growth workplaces and communities building trust, safety, and the willingness to explore new ideas and behaviors

Topic - DIFFICULT CONVERSATIONS

## **THE DISCOMFORT ZONE**

### *How to Turn Defensiveness, Stonewalling, and Nervous Laughter into Meaningful Conversations*

- ✓ Create rapport, connection, and trust using the “The Safety Bubble” technique
- ✓ Decode disruptive patterns using the “Discomfort Zone Model” to foster reflective thinking, frame-shattering awareness, and growth beyond limitations
- ✓ Improve employee engagement, creativity, and bottom-line results with your conversational powers

Topic - EMOTIONAL INTELLIGENCE & PERSONAL MASTERY

## **OUTSMART YOUR BRAIN**

### *How to Master Your Mind When Emotions Take the Wheel*

- ✓ Use Reflective Intelligence to “catch” your emotions before you react
- ✓ Determine the circumstances that are likely to trigger your emotions and judgments
- ✓ Apply an Advanced Reframing Process to rise above judgments, see beyond frustrations, and uncover hidden possibilities

Topic - WOMEN’S LEADERSHIP & PROFESSIONAL DEVELOPMENT

## **WANDER WOMAN**

### *Success Strategies for Smart, Strong Women*

- ✓ Release the Burden of Greatness while maintaining passion and drive
- ✓ Identify and claim inner strengths to accelerate resiliency and ongoing achievement
- ✓ Redirect behavioral patterns to strengthen relationships, maximize influence, and create a powerful presence

HIRE DR. REYNOLDS TO BETTER **Connect, Influence & Activate Change!**  
[www.OutsmartYourBrain.com](http://www.OutsmartYourBrain.com)

# HIGHLY *Satisfied* CLIENTS

**“Marcia had an unbelievably engaging presentation.**

She was very passionate about the topic while also encouraging to the entire audience. We thoroughly enjoyed Marcia’s speech as well as the motivation and strength she brought to the stage.”

- Brendan Wilson, Boise Paper

*“...I am very grateful for the time and effort you took to help us understand **and better respond to emotions, overcome stress, and heighten our awareness about how words and actions impact others.”***

- Keith Frederick, Duke Clinical Research

“Marcia is a dynamo of vibrant energy in everything she does. A fabulous keynote speaker and storyteller, she will take you on journeys that inspire, motivate and challenge. She is insightful and deeply caring. **Her experience of life and her willingness to share herself in service to the best in others makes her exceptional.** She hits themes and memes that are critical to our times. She is lighting the path, a true global warrior. **Hire her, cherish her. She will give her all.”**

- Christine McDougall, Co-Founder at Big Blue Sky

“Marcia’s training with our internal team of coaches was tremendously impactful. There were three key benefits. Firstly, it **improved our ability to coach leaders and navigate difficult conversations with more confidence and effectiveness**; secondly, **it increased our effectiveness as individual leaders** through our increasing our awareness of the importance of leading with brain, heart and gut; and thirdly, it **brought us closer as a team by fostering more trust and openness.”**

- Amee Olson, Director, Coaching and Executive Development, The Hershey Company

## PARTIAL CLIENT LIST:

- The Hershey Company
- Ernst & Young
- Mayo Hospitals
- Medtronic
- Maersk
- Sanofi
- Stripe
- Cornell University
- Smith College
- MBA Women International
- Boise Paper
- The Discovery Channel
- Dignity Health
- Abila
- Microchip Technology
- Pointe Hilton Hotels
- Printing Industries Association
- Institute for Management Studies
- Make-A-Wish Foundation
- Center for Disease Control
- American Express
- US National Institutes of Health

**“PEOPLE WANT YOU TO BE PRESENT MORE THAN THEY NEED YOU TO BE PERFECT.”**

- DR. MARCIA REYNOLDS

**Discover How Dr. Marcia’s Innovative Strategies Will Help Your Company Elevate Leadership, Foster a Sense of Community, & Dramatically Improve Trust!**

# WHAT DO YOU DO WHEN EMOTIONS ARE GETTING IN THE WAY OF PEOPLE *Doing Their Best Work?*

You call on **Dr. Marcia Reynolds, president of Covisioning LLC**. She is the master of teaching others how to engage in powerful conversations that connect, influence, and activate change even when emotions have taken the wheel. From Ernst & Young, Sanofi, and Hershey to clients in Italy, Russia, China, Singapore, and Kazakhstan, she's been hired by organizations around the globe, not just because of her highly engaging presentations but because of **her ability to change people's minds**.



This highly sought-after behavioral scientist is happily obsessed with uncovering the latest discoveries in neuro/behavioral research and putting them into practical applications. With a doctoral degree in Organizational Psychology, two master's degrees in Adult Learning and Communications, Marcia's expertise ranges from holding powerful conversations to how to activate passion and courage at work.

**Having Marcia on your side is like giving you x-ray vision into the hearts and minds of others.** Her innovative and highly successful strategies will guide you to being the memorable leader who helps others reach their highest and best selves. She's the voice inside your head that says, "Make sure people are excited to see you when you enter the room, and even more encouraged when you leave!"

Then when you face difficult conversations, Dr. Marcia Reynolds offers solutions on how to flip defensiveness, create rapport, and have everyone involved experience the elusive "optimal productive state" where they deeply connect and imagine unique solutions together.



Marcia has worked in a multitude of industries, from banking, financial services, and technology to government agencies and global associations. Her work in building high-trust, high-growth communities has consistently garnered remarkable results. Using her Covisioning Process, she was instrumental in shifting the culture of one company from near bankruptcy to become the #1 stock market success in three years. **There is only one way to define Marcia: game-changing.**

Dr. Marcia Reynolds is on a mission: to have leaders feel that their greatest purpose is how well they successfully enrich the lives of others. With Marcia's guidance, you can outsmart your brain and make a powerful difference one meaningful conversation at a time.

**WATCH: WHY HIGH GROWTH COMPANIES HIRE DR.MARCIA**

**Hire Dr. Marcia Reynolds to CHALLENGE & INSPIRE Your Organization  
To Higher Levels of Performance!**

Dr. Marcia Reynolds Frequently Appears in Business Magazines and News Sites in North America, Asia, and Europe, and on Radio/TV Shows.

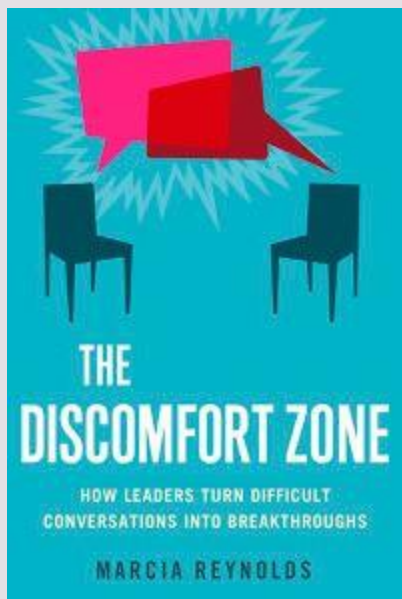
A true pioneer in the coaching industry, she is a past president of the International Coach Federation, one of the first 25 people to earn the designation of Master Certified Coach (MCC), and is only one of two people in the world to hold both her MCC and CSP.

Her works have been featured in *The Wall Street Journal*, *Fast Company*, *Psychology Today*, *Globe and Mail*, *Bloomberg Businessweek*, and *The New York Times*, as well as appearances on *CNN.com*, *Forbes.com*, *NBC.com*, and *ABC World News*

Bloomberg  
WSJ  
Forbes  
Psychology Today  
CNN.com  
FASTCOMPANY  
SUCCESS<sup>®</sup>  
marie claire

## And... A Best-Selling Author

Dr. Marcia is the author of four books, including *Outsmart Your Brain*, *Wander Woman: How High-Achieving Women Find Contentment and Direction*, *The Discomfort Zone: How Leaders Turn Difficult Conversations Into Breakthroughs*, and her latest *Coach the Person, Not the Problem*.



IN THE MOMENTS OF DISCOMFORT,  
LEARNING OCCURS AND BEHAVIORS  
CHANGE... FOREVER.

“Marcia is a master at applying her extensive knowledge of the brain to the practical realities of leaders and their work. In *The Discomfort Zone*, she enlightens us even further, brilliantly applying the latest research on behavioral change to help leaders and coaches create significant learning moments. She’ll be your trusted guide to Ah-Ha! experiences.”

– DEB GIFFEN, Director, Innovative Learning Solutions, Wharton Executive Education

Hire Dr. Marcia Reynolds to **CHALLENGE & INSPIRE** Your Organization  
To Higher Levels of Performance!

# Discover How to Dramatically Improve You and Your Team's Communication, Engagement, & Enthusiasm

## Hire Dr. Reynolds

She will inspire you to turn discomfort and resistance into opportunities for growth. Become the leader people will remember and talk about for years.



INTERNATIONAL SPEAKER and TRAINER | EXECUTIVE COACH to GLOBAL LEADERS

“Marcia did a fantastic job emotionally connecting her content to the audience. Her energy is inspiring!”

– Mandy Heaton, *The Discovery Channel*



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BOOKS: Coach the Person, Note the Problem: A Guide to Using Reflective Inquiry  
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