



Dede B. Osborn, MA

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PROFESSIONAL INTERESTS:

- Developing and coaching leaders to be more effective in their roles by increasing their influence and reducing organizational and interpersonal resistance
- Consulting to improve organizational effectiveness and facilitate culture change
- Coaching individuals and groups for creative problem solving and transforming conflict
- Making the world of work a happier and more productive place

BUSINESS COACHING:

- School of Public Policy, Univ. of Maryland – (2003 to present) Leadership coaching for managers at the National Institute of Health
- Center for Creative Leadership – (1981 to present) Coaching upper middle to senior executive level business managers in the U.S., Latin America (in Spanish), Europe and Asia; team coaching; coaching managers in developing their own coaching skills, and training up Spanish speaking coaches for their Latin American clients
- Team International – (1983 to present) Assessment for development and leadership coaching in U.S. and Latin America (English and Spanish)
- Salamana Associates – (2003 to present) Coaching individual clients both business, non-profit and pro-bono in the community

PROFESSIONAL EXPERIENCE:

SALAMANA ASSOCIATES; Providence, RI, 2003 - present

- **Founding principal** of a consultancy of multicultural, multilingual organization specialists.
- Focus on organizational development, leadership systems, and facilitation of change; personal assessment for development, executive coaching, leadership training, research with clients such as Equity Residential and Prudential Insurance and as adjunct staff for other consulting organizations

PAUAAHI LEADERSHIP INSTITUTE, Honolulu, HI, 2003 – 2005

- **Senior Consultant** for assessment, program design, delivery, follow-up and data analysis for building leadership systems.
- The mission of the Institute was culture-based leadership development for Kindergarten through CEO-level, applying ancient wisdom and indigenous values to modern leadership practices

HAWAI'I LEADERSHIP CENTER, Honolulu, HI, 2000 – 2006

- **Adjunct faculty member and coach** contributing to program design and delivery of a new program for senior level executives that viewed leadership through three cultural lenses: Asian, Polynesian and Western. The HLC Executive Program was designed to inspire and develop the leadership mastery required to meet the challenges of rapid change and multicultural globalization.

CENTER FOR CREATIVE LEADERSHIP, Greensboro, NC, 2000

- **Project manager** for adapting and developing the **International Leadership at the Peak** program for senior level leaders to be run outside the United States.
- *CCL is ranked in the Top Ten providers of Leadership Education by Business Week, Nov. 2011*

TEAM INTERNATIONAL, Inc., Mexico City/San Antonio, TX, 1980 – 1998

- **Founding partner and co-owner.** TEAM is the Network Associate for the Center for Creative Leadership in Latin America with a focus on training and consulting in Spanish for Latin American organizations.
- Co-developer of the Leadership Development Program in Spanish.
- Work experience in México, Panamá, Venezuela, Perú, Ecuador, Chile, Brazil, Argentina, Puerto Rico, Dominican Republic, Colombia, Canada and the U.S.

CENTER FOR CREATIVE LEADERSHIP, Greensboro, NC/Colorado Springs, CO/San Diego, CA/Brussels, Belgium, 1980 – present

- **Adjunct senior trainer and certified coach** in English and Spanish specializing in training leadership, group facilitation, team building, creativity, coaching, and assessment for development, communication and goal setting.

PROFESSIONAL CERTIFICATIONS:

Certified Executive Coach	National Association of Business Coaches	2002
Registered Corporate Coach	National Association of Business Coaches	2001
Organization Development	Georgetown University	1995
Basic Mediation Training	Keating/Lasher & Associates, Austin, TX	1995
Advanced Facilitation Training I & II	Yarbrough Associates, Breckenridge, CO	1988
Advanced Training in Group Facilitation	SAIC, Inc., Portland, OR	1987
Certified Feedback Coach	Center for Creative Leadership, Greensboro, NC	1981

Certified in a variety of assessment instruments including:

- Benchmarks (360)
- Campbell Interest and Skills Survey
- Campbell Leadership Indicator (360)
- Campbell Organizational Survey
- Executive Success Profile (360)
- Executive Dimensions (360)
- Discovery Learning 360
- Myers-Briggs Type Indicator
- Profilor (360)
- The Conflict Lens
- Workplace Big Five
- FIRO – B
- California Psychological Inventory
- Change Style Indicator

EDUCATION:

U. S. International University, San Diego	Mexico City campus	<i>M.A. Psychology</i>
Northern Arizona State University	Flagstaff	<i>B.S., Education</i>

PUBLICATIONS:

- Osborn, Diana (Dede) B. "Leadership Styles in Modern Hawaiian Organizations: Local Culture at Work," Papers and Proceedings, Psychological Type and Culture Conference, University of Hawai'i at Manoa, Jan. 6-8, 2006.
- Osborn, T.N. and Osborn, D.B. "The MBTI in Latin America: A Business Organizational View." Papers and Proceedings, CAPT conference on Psychological Type and Culture East and West. Honolulu, Hawai'i, Jan. 19-21, 2001.
- Osborn, D.B. and Osborn, T.N. "21st Century Idealized Leadership Types of 20th Century Managers (U.S. and Latin American Viewpoints)." Papers and Proceedings, CAPT conference on Leadership and the MBTI, Washington, DC, April 2-4, 1997.
- Osborn, Noel and Osborn, Diana B., and Twillman, Brian. "MBTI, FIRO-B, and NAFTA: Psychological Profiles of Not-So-Distant Business Neighbors." *Journal of Psychological Type*, Vol. 36, 1996.
- Osborn, Noel and Osborn, Diana B. "MBTI, FIRO, and NAFTA: Psychological Profiles Of Not-So-Distant Neighbors." Papers and Proceedings, The Myers-Briggs Type Indicator and Leadership Conference, University of Maryland, 1994.
- Osborn, Noel. and Osborn, Diana B. "Style and Personality Differences Between U.S. and Latin American Executives." Psychological Type and Culture Conference, University of Hawai'i at Manoa, 1993.
- Osborn, Noel & Osborn, Diana B. "The Impact of Personal Style on the Effectiveness of Latin American Executives." *The Impact of Leadership*, Center for Creative Leadership, Greensboro, NC, 1992.
- Osborn, Noel & Osborn, Diana B. "Leadership in Latin American Organizations: A Glimpse of Styles Through Personality Measures." *Measures of Leadership*, Kenneth E. Clark & Merriam B. Clark (eds.). Greensboro, NC, 1990.
- Osborn, Dr. T. Noel & Mtra. Dede B. de Osborn. "Entrenamiento en el Liderazgo en America Latina: Nuevas Formas de Apoyar el Trabajo en Equipo por Medio de Inventarios de Personalidad." Libro de Ponencias, 1 Congreso Iberoamericano y 3 Nacional de Psicología del Trabajo y de las Organizaciones, Madrid, Spain, 1988.
- Osborn, Noel & Osborn, Diana B. "Leadership Training in a Latin Context." *Issues and Observations*, July 1986, Center for Creative Leadership, Greensboro, NC.

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