



Rachel Fichter, Ed.D., M.B.A.

Overview of Coaching

Rachel is an accomplished coach and consultant with over 20 years of experience in the financial industry. Having held a combination of global business and talent roles at Deutsche Bank, Credit Suisse, JPMorgan Chase, and S&P Global, Rachel brings a blend of broad business knowledge and deep leadership development experience to her clients. In addition to working with C-suite executives to advance their talent agendas, Rachel coaches C-suite successors to get them ready for their next role.

Background and Experience

Rachel is passionate about helping leaders and teams develop their capacities to create an environment in which every individual can thrive professionally and personally. As an executive coach, Rachel brings a challenging, yet caring approach, meeting people where they are while helping them to find their developmental edges to expand their leadership capacities. In addition, as the former global head of talent and leadership development at S&P Global, Rachel knows how to maximize the value of coaching by connecting the dots between individual development and the strategic goals of the organization.

Rachel is committed to using her skills, knowledge, and experience to help people enact positive change in the world. A published author, Rachel is an adjunct assistant professor at Columbia University and teaches coaching at the Université Paris II Panthéon-Assas. Her current research explores the relationships between collective leadership, complexity, and sustainability. A native English speaker, she has lived extensively abroad and is fluent in French and German.

Co-author, *From work-based learning to learning-based work: Exploring the changing relationship between learning and work*. Published 2022, Sage Publications.

Author, *Do the Right Thing! Developing Ethical Behavior in Financial Institutions*. Published 2018, Journal of Business Ethics.

Sample Businesses, Engagements

Financial Services
Professional Services
Media

Areas of Specialization

DE&I: Women
Strategic Thinking/Planning
Organization Design/Development/Effectiveness
Emotional Intelligence

Education & Training

B.M., New England Conservatory of Music
M.M., Yale School of Music, Yale University
M.B.A., General Management, Fuqua School of Business, Duke University

Qualifications

Certification: Executive and Organizational Coaching, Columbia University; Associate Certified Coach, International Coaching Federation
Assessments: MBTI: Basics, Hogan Suite