

## Clarice L. Scriber, M.S., M.A., MCC

Clarice L. Scriber is an executive coach and President of Clarity Consulting Inc, a Baltimore based company that links leadership development, and individual effectiveness to organizational performance.

A Master-certified coach, Clarice draws on more than 25 years of experience in financial services and the media, where she coached senior level executives. Clarice has worked closely with seasoned executives who have been successful delivering results, but need to develop their interpersonal skills to manage more effectively. She also coaches leaders who must deliver on big organizational goals, and can use the support of a coach to help them do this more with equanimity and grace. In addition to leadership coaching, Clarice works with executives who want to enhance their executive presence and podium skills. Her clients include Booz Allen Hamilton, Nationwide Insurance, O'Melveny & Myers, LLP, the American Dental Education Association, the Archdiocese of Baltimore, and the National Cooperative Bank. Clarice also has coached leaders at Fannie Mae, the Enterprise Foundation, Accenture, Northrop Grumman, FDIC, NIH, the Pension Benefits Guaranty Corporation, FINRA, FDIC, FHLB, USDA National Agricultural Statistical Service, and the United States Patent and Trademark Organization.

Clarice believes that leaders must find their voice and the leadership style that works best for them. To that end, she coaches executives to maximize their strengths and to identify and implement strategies to reach their business and development goals. Her work with leaders often involves helping them to gain clarity and alignment around their organization's mission and values so that they can effectively implement a strategy that support the company's overall goals and objectives.

Prior to launching her firm, Clarice was an executive coach and senior consultant at Fannie Mae, where she also co-designed and managed the company's leadership development programs for high potential employees and senior level officers. Before becoming a coach, she was an executive speechwriter and communications professional. Earlier in her career, she was Information Services Manager for a top 20 network-affiliated television station. In that position, she was responsible for the organization's media relations. She also has taught speech communications and journalism at several Maryland universities.

Clarice earned her coaching certification through New Ventures West Professional Coaching Course. She holds Master Coach Certification from the International Coach Federation, and a certification in Adult Development Coaching from the Interdevelopmental Institute. She earned a M.S. degree in Clinical Psychology from Loyola College in Baltimore, and a M.A. degree in Communications from the University of Pennsylvania's Annenberg School. She is qualified to administer the Myers-Briggs Type Indicator, Benchmarks 360 degree instrument and 360 By Design, the FIRO-B, as well as the Baron EQ-i and the Leadership Circle Profile 360 instrument. She is a member of the faculty of the Georgetown Leadership Coaching Certificate Program and co-editor of the book, On Becoming a Leadership Coach: A Holistic Approach to Coaching Excellence.



### Areas of Expertise

Executive Coaching  
Organizational Development  
Leadership Development & Design  
Leadership Communications

### Industry & Sector Experience

Private Industry  
U.S. Government  
Not for Profit Organizations  
Higher Education

### Functional Experience

Coaching/Leadership Development  
Public Relations  
Media – Print and Broadcast  
Higher Education  
Mental Health

### Certifications

ICF Master Coach Certification  
Professional Coach Certification  
Certificate in Adult Development  
Myers-Briggs Type Indicator  
FIRO-B  
Hogan Assessments  
360 By Design  
The Leadership Circle Profile

### Education

Leiden University, Ph.D. student  
M.S., Clinical Psychology, Loyola College in Baltimore  
M.A. Communications, University of Pennsylvania  
B.A., French, Morgan State College