



Roanne Abe's Bio

Roanne Abe is a leadership coach and consultant. She has led Finance and Human Resources for a \$90M nation-wide organization. She is certified as a Board-Certified Coach, Ramsey Financial Coach, Certified High-Performance Coach and is certified at a Master's level in NLP (Neuro-Linguistic Programming).

Consulting Focus

Roanne is a goal focused coach who works with individuals to overcome challenges and reach goals. She creates breakthroughs in coaching others through enhancing the ability to take on greater accountability by increasing awareness, intentionality, and agility. Clients gain the self-confidence and consistency that enables them to put in place new leadership behaviors that improve motivation, team leadership and organizational results.

Coaching Experience

Over the past 30 years, Roanne has established a track record of management, leadership, and executive success in multiple companies. This internal experience has been integrated with her love of helping others succeed.

She is an inquisitive and insightful Success Coach who enjoys understanding how a business works and loves the challenge of making it even better. Her diversity in roles (from human resources, operations to accounting) gives her a unique perspective and understanding of a business to help it flourish.

Client industries served include banking, healthcare, information technology, value-added resellers, education, and non-profit institutions.

Roanne has in-depth expertise and experience in:

- Cashflow management and forecasting; worked with leadership to manage and improve cash flow. Documented and streamlined sales cycles and processes to manage accounts receivable aging and ensure predictable cashflows throughout the year.
- Process Management: Led teams to streamline and automate processes that avoided duplication and provided transparency.
- Change Management: led organizational change for new systems, mergers, divestitures, new leadership, and new strategies. Change is approached from an individual, team, and organizational level and is addressed via unified messages and engaging all affected in driving the change and measuring change success.



I help high performers turn their obstacles into steppingstones towards their success!



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Sample projects that Roanne has led include:

- Developed and led operating policies and procedures for a \$90 million dollar firm to streamline and automate customer order placement and order fulfillment. As a result, the average revenue generated per employee was just under \$1,000,000 annually for over 8 years.
- Led and developed the security program for an Information Technology company. This enabled the company to grow their secured government contract work by 4x over the next 4 years.
- Developed and led human resource policies, procedures and benefits for an Information Technology firm spanning 13 different states. Communicated policies and resources to employees to maintain corporate culture, team building and alignment with corporate direction. As a result, employee satisfaction was high and turnover was less than 10% annually.
- Co-led the sale and transition of a \$90 million technology firm with two buyers in under nine months. As a result, 90% of all employees were re-employed by the buying firms

Business/Organizational Leadership Experience

As Vice President of local IT Company, Roanne co-led and developed the policies and processes that provided scalability and revenue growth from six figures to eight figures, communicated the corporate culture, reported, and maintained the financials, and developed the security program. Roanne has worked with a Honolulu-based technology firm to consolidate operations and processes with merger acquisitions and restructure the sales organization. As an accounting strategist, Roanne has worked with non-profits to transition to new accounting platforms and create metrics for leadership teams.

Assessments Certifications:

- Board Certified Coach
- Certified High-Performance Coach
- Integrative NLP Coach
- Master Practitioner of NLP
- Master Practitioner of Mental and Emotional Release
- Ramsey Financial Coach

Education

Master of Business Administration, University of Phoenix

Bachelor of Business Administration, University of Hawaii