

## Lorraine D. Gordon

*Executive Coach, Facilitator & Consultant*



Lorraine D. Gordon has more than 25 years of experience as a people leader, executive coach, facilitator, marketing communications professional, keynote speaker, author, and entrepreneur. She has a successful track record of providing strong leadership, vision, and management to organizations in the education, housing, health care, and social and community impact industries. She views herself as a bridge-builder, convener, and champion of diversity, equity and inclusion.



*Lead with Heart*

Lorraine is currently the managing director of Lead with Heart, LLC which provides coaching, facilitation and consulting to organizations, as well as curates solutions and holds brave conversations about racial equity and social justice. Throughout her career she's served on diversity councils, and wonders what a civil, equitable, and inclusive society could look like. In 2016 Lorraine helped to establish "Undoing Racism," a group of Washington, DC metro area executive coaches who focus on racial justice initiatives for leaders, organizations, and communities.

Before that, she served as vice president, Human Resources, at Enterprise Community Investment, Inc., directing the people initiatives in the company's investment arm. Lorraine helped to lead and integrate the culture, engagement, and operations of two affordable housing development firms as a result of a merger. She also served on the Diversity, Equity, and Inclusion Council, influencing key people initiatives such as setting targets for diversifying the company's vice president team. Before that she was senior vice president and chief administrative officer at Community Preservation Development Corp, responsible for people and culture, IT and fundraising with shared responsibility for marketing.

Lorraine has held other leadership positions at for-profit and nonprofit organizations, including three years as vice president of people and culture at Calvert Foundation and 10 years at Fannie Mae, where she helped to lead several transformative strategic marketing and culture initiatives. While at Fannie Mae, Lorraine was the recipient of a leadership award and trained abroad with McKinsey & Company on transformation leadership. At Kaiser Permanente, Lorraine developed and implemented strategic communication and development programs for more than 5,700 employees and physicians that included diversity & culture initiatives, training programs, and high-level learning forums for international audiences.

As a consultant, Lorraine designed and delivered development programs for a number of clients including INOVA Health System, MedImmune, Goodwill Industries International, BAE Systems, Booz Allen Hamilton, the Management School of London, Mi Casa Board of Directors, and the Montgomery County Human Relations Commission, Women's Commission and Police Department.

Lorraine earned a bachelor's degree in journalism and marketing from Temple University, a master's degree in Applied Behavioral Science (organizational development) from John Hopkins University, and an Executive Coaching Certification from Georgetown University. She serves on the board of Everyone Home DC, a nonprofit organization that endeavors to prevent homelessness in the DC metro area.

She enjoys hiking, reading, yoga, travel, cooking, singing, service work, and spending time with her family.