



Guaranteed ■ Measurable
Leadership Growth



RISHIGGINS

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"Helping my clients transform their lives has allowed me to witness some amazing leadership evolutions. As a woman leader in a male-dominated industry, I had to learn how to tackle courageous conversations and now work with my executive women clients to do the same. When leaders discover new distinctions about their effectiveness and influence--think new tools, new practices, new insights in self-awareness—it makes a measurable difference in both their professional and personal lives. For those leaders who want to keep growing and generating results, transformational leadership is possible, and I welcome the opportunity to help you get there."

After 14 years at Miller Brewing Company where Ris created the organizational development function, she left to join her husband in their executive coaching company, Leadership Outfitters. Since 1993, they have guided leaders in behavioral change through an approach clients have described as life-altering, inspiring, and profound. Ris has focused her coaching with entrepreneurs, small business leaders, and C-Suite executives.

As an active coach with over 5,000 hours of coaching experience, Ris outfits her clients with the tools and practices to engage in extraordinary leadership, helping already successful leaders create sustainable behavioral change. She is one of a limited number of coaches certified to use Marshall Goldsmith's Stakeholder Centered Coaching with both individuals and teams. 100% of Ris' Stakeholder Centered Coaching clients have achieved measurable improvement and increased effectiveness with their leadership goals.

Ris uses real life applications, not theory, to blend her coaching education with her personal experiences as a corporate leader, government manager, author, and business owner. Clients such as SAB MillerCoors, Capital One, the Mosaic Companies, Kraft Foods USA and Canada, Oracle, Beckman Coulter, and Mystery Ranch appreciate her transforming questions that help capture insights, achieve breakthroughs, add value, and get results. Bottom line—her personal mission is to be a difference maker. And she is.

Ris has written a monthly newspaper business column for over 14 years, and co-hosted a monthly radio show on leadership. She holds a B.S. from Iowa State, and is a graduate of both a three-year Organizational Development Internship on racism and sexism with National Training Labs, as well as a three-year professional development program on Coaching and Leadership offered by the Center for Authentic Leadership. She continued to enhance her coaching career with her graduation from the one-year Ontological Learning Course for experienced coaches offered by Newfield Network. Ris is a member of the International Coach Federation and is a certified Distributor for Insights Discovery.

She is a former Board President of the Prospera Business Network and currently serves on their Women's Advisory Board for the Montana Women's Business Center, who named her their 2011 Mentor of the Year and awarded her their Champion of Excellence in 2018. Ris was also honored with the international Athena Leadership Award for Women in Business in 2014. She is the mother of two exceptional sons, two phenomenal daughters-in-law, and a proud grandmother of five.