

## **ELIZABETH M. NOBLE**

I am an experienced certified Integral Coach, senior manager, college instructor and curriculum developer. I am a highly effective leader, coach, teacher and facilitator because of my passion for working with and motivating people and my love for learning and development.

### **HIGHLIGHTS OF QUALIFICATIONS**

- 12 years Director Center for Entrepreneurial and Business Excellence at Howard Community College directing the start up and implementation of a unique educational experience that supports the development of businesses through the use of business coaching.
- 3 years adjunct faculty at Howard Community College including teaching, curriculum development, and marketing.
- 15 years as a Professional Coach working primarily with senior executives and others moving through transition.
- 30 years business experience including more than 10 years in critical senior leadership roles.
- 2 years as Director of Operations and Managing Consultant at an information technology and business consulting firm.
- 5 years as Chief Operating Officer at a leading disability management consulting firm.
- Proven experience in organizing and leading teams of people to effectively service diverse clients.
- Extremely effective problem-solver and change manager.
- Highly skilled at training and coaching at multiple organizational levels.

### **EMPLOYMENT EXPERIENCE**

#### **Howard Community College**

**Associate Dean Business Computer Systems Division** 2010 to present

**Director Center for Entrepreneurial & Business Excellence** 2005 to present

Direct the assessment and growth of new businesses  
Curriculum development and instruction  
Business coaching  
Marketing internal and external  
Oversight of physical space, staff and budget

**Adjunct Faculty Business/Computers** 2002 to 2005

Research & development  
Marketing

#### **Noble Solutions**

**Founder and President** 2002 to present

- Noble Solutions coaches owners and senior managers on improving their bottom-line by changing their people strategies.
- Noble Solutions offers coaching, motivational speaking, customized training and assessment.

#### **Paragon Smart Technologies, Ellicott City, Maryland**

**Managing Consultant** 2000-2002

**Director of Operations**

**Human Resources Director**

- Accountability for day-to-day operations of a one million dollar information technology and business consulting firm.
- Regular collaborator with Chief Executive Officer and Board on mission and strategic direction of the company.

- Responsibility for all recruiting, hiring, training and performance management of team including engineers, project managers, consultants and sales staff.
- Responsible for development, implementation, and staff compliance with operational processes.

**The Guilford Group, Baltimore, Maryland,  
Chief Operating Officer  
Team Leader  
Senior Consultant**

**1995-2000**

- Responsibility for day-to-day operations of a 1.5 million dollar international consulting company.
- Recruit, train and supervise teams of senior consultants and associates.
- Identify potential prospects and collaborate with marketing and sales to develop and maintain business relationship.
- Implement and maintain systems and infrastructure that supports a diverse customer focused team.

**Continental Insurance Co. (Encompass), York, Pennsylvania  
Assistant Vice President  
Claims Manager**

**1979-1995**

- Management of the rehabilitation functions in the Mid Atlantic Region.
- Spearheaded the Region’s effort at “Disability Management in the Workplace” an integrated program focused on cost reduction, return to health and work.
- Responsible for the day-to-day operation of four branch offices.

**Claims Manager**

**1988-1993**

- Managed the day-to-day multi line claims operations in Newburgh, New York and York, Pennsylvania.

**Claims Supervisor/Adjuster**

**1979-1988**

## **EDUCATION**

**Professional Coaching Certification**

New Ventures West

**Master of Arts Management**

College of Notre Dame

**Bachelor of Science in Education**

Salem State College

**Associate in Claims**

Insurance Institute of America

**M.B.A. Courses**

Iona College  
Villanova University  
Johns Hopkins University

## **COMMUNITY INVOLVEMENT**

Leadership Howard County Class of 2014; Board Member, Start with Decency; Advisory Board Member, Maryland Center for Entrepreneurship;  
Member Maryland Coaches Alliance