



Darlene Thompson Ph.D

Senior Leadership Development
Consultant/ Executive Coach

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Education

Doctor of Philosophy
University of Akron

Master of Art
University of Akron

Bachelor of Art
Emory University

Assessment & Certifications

Associate Certified Coach (ACC), ICF
Hogan Assessment Certified, Leadership
Assessment Suite
Korn Ferry Assessment of Leadership
Potential and 360 Survey Certified
InsideOut Facilitation and Coach Certified
Executive Certification in Leadership
Coaching, American University
Individual Directions Inventory Certified

Best Career Advice

Advice can inform, but questions transform.
Lead with genuine interest to uncover what
truly matters and create superior outcomes.

Ratliff

rooted in people

Dr. Darlene Thompson is an Executive Coach and Senior Leadership Development Consultant with Ratliff's Leadership Development practice. She has over 15 years of experience in Fortune 500 companies developing and deploying people strategies and processes that optimize performance, drive innovation, and build thriving, productive organizational cultures.

As an organizational psychologist with extensive business experience, Darlene brings a unique blend of scientific insight and field-tested best practices to all client engagements. She collaborates with clients to identify opportunities and implement the adjustments needed to enhance impact, elevate leadership, broaden perspectives, and strengthen relationships. By integrating positive and organizational psychology, cognitive neuroscience, holistic coaching methodologies, and psychometrics, Darlene creates an experience that fosters deep self-discovery, mindset-shifts, and lasting change. Her multidisciplinary approach empowers clients to solidify vision amid volatility, create clarity in complexity, and navigate ambiguity with agility.

Prior to joining Ratliff & Company, Darlene served as a trusted Talent Management Executive across various industries, regions, and functions. During her tenure, she developed deep expertise in talent planning, succession management, executive coaching, individual and organizational assessments, leadership development, and executive onboarding. She partnered closely with senior leaders and C-suite executives to craft future-focused visions and build the talent strategies needed to achieve those visions. Darlene holds a doctorate in industrial and organizational psychology, which enables her to leverage a systems-based and data-driven approach in all aspects of her work.

Darlene embodies a growth mindset wherever she goes. She loves spending time with her husband and young son, exploring nature and finding creativity everywhere. She is an avid gardener and award-winning orchid grower. As a Memphis, TN native, she has a special fondness for sweet tea and barbecue.

Civic Involvement

Society of Industrial and Organizational Psychology (SIOP)
American Psychological Association (APA)
Geauga County Public Library, Volunteer
Greater Akron Orchid Society, Volunteer