**Ris Higgins**



Ris and her husband, Joe, started Leadership Outfitters, a Bozeman, Montana based company, 20 years ago to provide life-altering personal leadership development through coaching, retreats, and teamwork. Their unique development company serves clients who are seeking to understand their habits that hinder and create a more powerful version of themselves. Leadership Outfitters works throughout North America with clients which include MillerCoors, Kraft Foods USA and Canada, Capital One, Albertsons, FINRA, Wells Fargo, Chevron-Texaco, BP, and Heineken USA and the Caribbean.

Ris’ coaching focus is based on real life applications, not theory. She blends her formal coaching education with her personal experiences as a corporate leader, government manager, author, entrepreneur, and business owner. She is known by her transforming questions that capture insights to achieve breakthroughs, add value, get results and move things ahead. Bottom line—her personal mission is to make a difference. And she does.

Ris has been honing her talents of innovation, influence, and pioneering with her unique approach to development since 1973. Her background includes leadership roles in communication, internal consulting, and organizational development, working with leaders and their teams. During her 14 years at Miller Brewing Company, Ris worked with the executive team to successfully co-create a new structure, systems, and culture of the sales/marketing divisions and then guide its implementation.

When she joined her husband, Joe Esparza, in their coaching and consulting company in 1994, she shifted her focus to building individual leadership capability and coaching teams. She uses her comprehensive communication skills to offer practices and tools that create high trust relationships and build self-awareness in her clients who find they attain new and significant levels of effectiveness.

Ris has written a monthly newspaper business column for eight years, has co-hosted a monthly radio show on leadership, and produced a documentary on leadership using horses. As a student of business leadership and personal growth, Ris is continually investing in her own development. She holds a B.S. from Iowa State (1973), is a graduate of the three-year Organizational Development Internship with National Training Labs (NTL), is a graduate of the three-year program on Coaching and Leadership offered by the Center for Authentic Leadership, completed the Newfield Network Ontological Learning Course for experienced coaches, and is a member of the International Coach Federation.

Ris is a former Board President of the Prospera Business Network and currently serves on the Women’s Advisory Board for the SBA Women’s Business Center in Bozeman, MT, who named her their 2011 Mentor of the Year. Ris loves being with her family, stays active in her community, enjoys hiking, riding horses, dancing with Joe, and reading voraciously.