

Rachel DeCarlo

Independent Contractor, Change Management Consultant and Professional Coach
(CCMP, Prosci, ACC)

ACMP PNW: Tell us a "fun fact" about you.

Rachel: When not immersed in the world of change management and coaching, you'll find me basking in the infectious laughter of my mini-me daughter, Sofia; slow jogging with Luna May (my trusty canine companion); prepping for sprint triathlons; indulging in international films and k-dramas (guilty pleasure); and embarking on culinary escapades. Fun fact: I recently wrote a local, whimsical children's book inspired by my daughter's imagination – Lunacorn is about a magical journey through Seward Park where a dog turns into a unicorn. If interested, check it out [here](#).

ACMP PNW: Tell us about your background. What is your education, and where did you grow up?

Rachel: I was born in Baltimore, MD, and I've also lived in England, South Carolina (where I attended the University of South Carolina), Italy, Los Angeles, and Manila, before finally settling in Seattle nearly two decades ago. At this point, I can call myself a Seattleite, right?

ACMP PNW: How long have you been working in Change Management? How did you choose this career?

Rachel: My career in change management began in 2009 after a serendipitous encounter during an MBA class at Seattle University. The idea of change management immediately resonated with me, and I decided to do it full-time after I worked with a professional coach who helped me see this career possibility when I could not see it for myself. My areas of expertise and passion in change are leadership engagement, change advisory, cultural change, employee engagement, and building change competency. I am now also a certified professional coach and am part of the ACMP/ICF (International Coaching Federation) Joint Task Force which explores the intersection and synergies of our two professions – see our joint webpage [here](#), and feel free to reach out to me directly if you'd like to learn more!

ACMP PNW: What's the biggest obstacle you overcame in getting established, and how did you overcome it?

Rachel: I was on the brink of a senior promotion in an influential role at a prestigious tech company with all the bells and whistles but was deeply unhappy. I knew I wanted to make a move to full-time change work but was scared to leap. Getting pregnant was the jolt I needed; I left my cushy job for the prospect of a fulfilling career in change management, so I could be a happier, better parent and role model having a meaningful career to my future daughter.

ACMP PNW: What's the biggest reward you get from this career?

Rachel: The satisfaction of knowing I am right where I belong professionally, and amongst my people.

ACMP PNW: What's on your bucket list yet to accomplish?

Rachel: With wanderlust coursing through my veins, my goal is to visit at least 50 countries before I die. Each stamp on my passport is not just a destination but an adventure that fuels my need for escape, learning, and inspiration.