

Gwen Paulson, PCC

With 25 years of Federal Government experience, Gwen has the empathy and understanding to be uniquely qualified to specialize in leadership/executive coaching for Federal Agency senior leaders and managers. She was trained at the Georgetown University Leadership Coaching program, has coached for 11 years in 7 Federal agencies, and is a Professional Certified Coach (PCC) certified through the International Coach Federation.

Coaching Philosophy: Her goal in coaching is to create a transformational experience for her clients. To achieve this goal, Gwen's leadership coaching is a holistic approach that emphasizes values, strengths, eliminating counter-productive behavior and new learning. Her expertise results in developing leaders and managers who are outstanding performers in their organization. Gwen's strengths are that she is honest, intuitive, strategic and tactical in her coaching.

Depending on the client Gwen has achieved the following:

Individual Benefits: Enhancing communication, interpersonal relations, conflict management, strategic thinking and creative problem solving skills

- Becoming more effective and efficient
- Clarifying and focusing attention on vision and goals
- Managing stress and achieving greater satisfaction from work and life
- Fine tuning skills for advancement
- Getting the most from employees with diverse cultures, work ethics, work styles and frames of reference

Organizational Benefits:

- Creating and efficient and effective team focused on common goals
- Improved morale and motivation
- Building trust with employees and within teams
- Boosting the productivity of the organization
- Improving internal and external customer satisfaction
- Strengthening change management skills

Coaching Projects:

Over the past 11 years Gwen has coached senior leaders and managers employed at The Department of Transportation (DOT), The Centers for Disease Control and Prevention (CDC), National Institute of Occupational Safety and Health (NIOSH), Department of the Interior (DOI), Department of Defense (DOD), Department of Navy (DON), and USAID.

Education and Certification:

Being a Leadership Coach is the culmination of her education, life experiences and careers in teaching at two universities, health policy and government relations consulting. Her degrees include a BA from Michigan State University in which she graduated from the Honors College with Highest Honor, a MA from Wayne State University with a 4.0 grade point average and a Ph.D. candidate University of Michigan (in active)



Areas of Expertise

Career Coaching
Career Transition Coaching
Leadership Coaching
Retirement Coaching
Executive Coaching

Industry & Sector Experience

Department of Defense
Department of Navy
Department of Interior
US AID
NIOSH
Department of Transportation
CDC

Functional Experience

Career Coaching
Leadership Coaching
Executive Coaching
Career Transition Coaching

Certifications

Professional Certified Coach (PCC)
International Coach Federation
Georgetown University
Leadership Coaching Certification,
Leadership Coaching
2003 – 2004

Education

Ph.D. inactive, 17th and 18th America,
Women's and Tudor/Stuart English
History 1977 – 1981
University of Michigan
MA, American and British History 1974 –
1976
Wayne State University
BA, American History, Sociology 1962 –
1966
Michigan State University
Graduated with Highest Honors from
Honor's College