


Gumball

Do good, have fun, and prosper.

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GENERAL PROFILE		
Aiko Bethea		
Company Name:	Gumball Enterprises	
Residence Country	United States of America	
Languages	English	
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PROFILE DETAIL		
Education	<ul style="list-style-type: none"> • Coaching Professional, Diversity & Inclusion, Leadership Development • Juris Doctorate University of North Carolina, Chapel Hill • BA – Government Smith College, Northampton, MA 	
Certifications	<ul style="list-style-type: none"> • Associate Certified Coach (ACC) • Lean Six Sigma Greenbelt • Georgia State Bar • Change Management 	
Areas of Expertise	Executive and Leadership Coaching, Team Resilience, Diversity & Inclusion (Strategic Planning, Coaching, Training), Lean Six Sygma	
Industry(s)	Government, Nonprofit, Philanthropy, Technology, Academia	
Years of Facilitation Experience	10 years	
Years of Consulting Experience	4 years	
Years of Training Experience	8 years	
Assessment Tools	Everything DiSC (WorkPlace, Conflict), Crucial Conversations.	
Coaching Style		

	<p>Compassion and empathy paired with action-orientation</p> <p>My coaching approach is largely inquiry-based. I believe that every client is resourceful and capable. My focus is to support them in noticing. My goal is to support clients in “self-solving”, developing resilience, increasing emotional intelligence, and being empowered. Client impact and progress increases based their increased awareness of themselves and the systems in which they operate. The majority of my clients are underrepresented in their organizations or, are dominant culture with a focus in increasing their self-awareness in order to be more equitable and inclusive.</p>
<p>Sample Clients</p>	<p>City of Seattle, DocuSign, Nordstrom, Renaissance Re-Insurance, Bill & Melinda Gates Foundation, NanoString Technologies, PATH, Satterberg Foundation, American Alliance of Museums</p>
<p>BIO</p>	
<p>Aiko is a consultant, coach and diversity & inclusion expert. The consulting arm of her practice focuses on diversity and inclusion. She supports organizations in removing barriers to inclusion by developing DI roadmaps and strategic plans- based on both qualitative and quantitative data. Her approach is collaborative and focused on her client’s long-term goals.</p> <p>Aiko applies an inquiry-based coaching method that centers emotional intelligence and resilience. The leadership and coaching component of her work reflects seeing individuals in flow and teams and organizations operating at optimal capacity.</p> <p>Aiko has supported several companies develop their first enterprise-wide diversity and inclusion roadmaps, including development of metrics, community engagement, launching employee resource groups and supplier diversity efforts, and developing internal education. Her love of change management, building alliances and collaboration is reflected in her ability to scale impact. Her practice integrates operations, leadership coaching and education strategies that yield measurable outcomes.</p> <p>For over seven years, Aiko was with the Bill & Melinda Gates Foundation where she served as Deputy Director of Grants & Contracts Management. She led a cross-functional team responsible for compliance and due diligence review of annual investments. She developed and implemented lean workflow process, and facilitated change management throughout the organization. Aiko was known for leading diverse and high performing teams. She was also a recognized leader introducing and scaling diversity and inclusion at Gates.</p> <p>Aiko appreciated building her community by becoming engaging with organizations. Aiko has served on several boards and provided pro bono training for nonprofit boards on governance, strategic development, and operational efficiency. She speaks nationally and locally on matters relating to leadership, diversity and inclusion, and organizational development. Currently Aiko serves as Board President of the Seattle Children’s Theater.</p> <p>Aiko’s most recent work is leading the DEI initiative within Renaissance Re-insurance headquartered in Bermuda. Aiko is also a trained attorney who practiced at a large international law firm. She also built and led legal and compliance teams at the City of Atlanta. She is an Associate Certified Coach through the International Coach Federation. She is also a lean six sigma green belt and certified in change management. Aiko is a graduate of Smith College in Northampton, MA and University of North Carolina, Chapel Hill.</p>	