



GENERAL PROFILE		
<i>Joseph Pauley</i>		
<b>Company Name:</b>	<b>GumballEnterprises, Inc.</b>	
<b>Residence Country</b>	United States of America	
<b>Languages</b>	English	
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PROFILE DETAIL		
<b>Education</b>	<ul style="list-style-type: none"> <li>• BA in Computer Programming, Graphic Design &amp; Business, West Virginia University</li> <li>• MA in Organizational Psychology</li> </ul>	
<b>Certifications</b>	Organizational Dynamics Integrated Skills for Sustainable Change Wilderness First Responder (Medical)	
<b>Areas of Expertise</b>	Change Management, Leadership Development, Personal Growth, Group Dynamics, Strategic Questions, Five Dysfunctions of Team	
<b>Industry(s)</b>	Education, Software, Medical, Telecommunications, Finance, and Non-Profit	
<b>Audience Segment (EE, Mgr, Leader, Hi-Po)</b>	<b>EE, Mgr, Leader</b>	
<b>Years of Facilitation Experience</b>	12	
<b>Years of Coaching Experience</b>	4	
<b>Years of Consulting Experience</b>	6	
<b>Years of Training Experience</b>	16	



<b>Years of Design Experience</b>	18
<b>Years of Data Analysis Experience</b>	3
<b>Assessment Tools</b>	True Colors, DiSC, Organizational Trust Assessment,
<b>Other related experience</b>	Program Coordinator and Director, Challenge Course Director
<b>Sample Clients</b>	University of Washington, Microsoft, Boeing, Amazon, Gates Foundation, REI, Group Health Cooperative, Nomura Trading, GMAC
<b>Level of Clients Coached</b>	<b>EE, Mgr, Leader</b>
<b>COACHING PROCESS</b>	
<b>Style</b>	Client centered with a systemic approach, focusing on practical skills integration.
<b>Length of Sessions</b>	1 hour sessions 2-4 times per month, customized to the client.
<b>Other</b>	
<b>BIO</b>	
<p>Joseph (Joey) Pauley has spent nearly two decades building and leading high-performance teams. Most notably a design team whose products have been voted “Best of the Web” by Forbes magazine multiple times, and praised by the International Herald Tribune, Town &amp; Country, and The Wall Street Journal. His specialties include designing and facilitating retreats, leadership development, strategic planning, and developing organizational capacity.</p> <p>Today he serves as Past President of the Pacific Northwest Organizational Development Network and works with a variety of organizations to build communication and leadership capacity in their teams.</p> <p>Joey utilizes his knowledge and experience to increase effectiveness in private, public, and non-profit organizations. As a trusted adviser, groups find Joey’s process positively changes their organizational dynamics as they work on specific goals. For example, Joey instituted a collaborative process when developing Nomura Trading’s multinational strategic plan. The result was engagement and understanding that spanned language and cultures. His strategic, systemic approach is enjoyable, entertaining, and challenging. Results are often better communication, leadership, and collaboration.</p>	