


GENERAL PROFILE									
<i>Clarissa Cullers</i>									
Company Name:	GumballEnterprises								
Residence Country	United States of America								
Languages	English								
Contact Information:	<table border="1"> <tr> <td>Address</td> <td>1424 11th Ave. Suite 400, Seattle, WA 9811</td> </tr> <tr> <td>Email</td> <td>hello@gumballenterprises.com</td> </tr> <tr> <td>Website</td> <td>www.gumballenterprises.com</td> </tr> <tr> <td>Contact Number</td> <td>(206) 931-1865</td> </tr> </table>	Address	1424 11 th Ave. Suite 400, Seattle, WA 9811	Email	hello@gumballenterprises.com	Website	www.gumballenterprises.com	Contact Number	(206) 931-1865
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PROFILE DETAIL									
Education	<ul style="list-style-type: none"> MBA, Darden School of Business, University of Virginia BA, Randolph Macon College 								
Certifications	Professional Certified Coach (PCC): International Coach Federation Board Certified Coach (BCC): Center for Credentialing and Education Adjunct Faculty and Executive Coach: Center for Creative Leadership Leadership Coaching for Organizational Performance: GMU Human Resources Management: GMU Senior Professional of Human Resources: HRCI								
Areas of Expertise	Leaders in Transition, Change Leadership, Senior Executives, Team Dynamics / Team Development								
Industry(s)	Federal Civilian, Defense / Intelligence Community, Professional Services, Media, Non-Profit, Financial Services, Manufacturing, Education								
Audience Segment (EE, Mgr, Leader, Hi-Po)	C-Suite and Senior Executive Service, Hi-Po, Upper Management (Director and VP), Frontline								
Years of Facilitation Experience	15+ years								
Years of Coaching Experience	5+ years								
Years of Consulting Experience	20+ years								
Years of Training Experience	15+ years								

Years of Design Experience	5+ years
Years of Data Analysis Experience	20+ years
Assessment Tools	Center for Creative Leadership Benchmarks 360 Assessment Suite Leadership Circle Profile Myers-Briggs Type Indicator (MBTI), Step I & II Workplace Big Five FIRO, FIRO-B OPM Leadership Effectiveness Inventory (LEI 360) DISC Campbell Leadership Index Oshry Power and Systems Simulation
Other related experience	Clarissa has diverse industry experience. While in professional services, Clarissa developed expertise in organizational change management and human capital development, delivering services to manufacturing, telecommunications, and financial services Fortune 50 clients. As a client service team leader, Clarissa led executive client relationship management and consulting service delivery for a \$2.5b international organization. She directed multiple engagements across all lines of service, managing large cross-functional teams. In the non-profit sector, Clarissa designed, delivered, managed, and evaluated international adult education and professional development programs.
Sample Clients	Private Sector and Non Profit: PBS Distribution, ManTech International, Society for Human Resource Management, National Industries for the Blind, EDG Consulting Engineers, Sony Pictures, Alegco Scotsman, GE Transportation, Nii Holdings, Amazon Web Services, Bridges to Independence, Mended Little Hearts, Leadership Arlington, Navy Federal Credit Union, Election Systems and Software Public: National Geospatial Intelligence Agency, Export-Import Bank, Department of Transportation (FMCSA, FAA), US Army, Administration for Children and Families (HHS), Centers for Medicare and Medicaid Services (HHS), Federal Emergency Management Agency, Department of Labor, National Institutes of Health, Department of Homeland Security, Fairfax County Public Schools, Amtrak, Securities and Exchange Commission, Foreign Service Institute (State)
Level of Clients Coached	All levels, executive through frontline. Public: SES / Ambassador / Deputy Assistant Secretary levels through GS schedule

COACHING PROCESS

Style	Coaching philosophy is grounded in creating a partnership, using insight to challenge and support clients as they reflect, grow and develop new capacity to achieve their leadership goals
Length of Sessions	Tailored based upon client requirements and preferences
Other	Facilitation of client – sponsor sessions as well as leadership team development

BIO

Clarissa Cullers is an experienced coach and human capital consultant with more than twenty-five years of client management and professional service delivery in areas of Leadership Development, Executive Coaching and Human Capital Strategy. Clarissa brings to bear direct leadership and management experience through her roles at PricewaterhouseCoopers, United Technologies, LinkVisum Consulting, and Delphi International.

Ms. Cullers works with individuals and teams to help them maximize their potential. Clarissa has coached executives, managers and teams in the Federal Civilian Agencies, Defense, large multinational industrial companies, telecommunications, financial services, and non-profit social sector organizations. She also provides 360 assessment instruction, program management and coaching for a top ranked university executive education program and has led multiple 360 / coaching programs for national organizations. She has designed and facilitated leadership, team building, strategic change management and process transformation sessions for executives and managers in both the public and private sector.

Ms. Cullers serves as Adjunct Faculty and Executive Coach with the Center for Creative Leadership, providing coaching and facilitation in custom and open enrollment leadership development programs.

Recent Coaching Engagements

- Executive Director and CEO, non-profit. Focus: Leading organizational transformation; preparing for executive transition and developing organizational capacity; board communications and leadership
- Deputy Assistant Secretary, defense. Focus: Defining next step in leadership journey; increasing capacity for team leadership
- Director, Product Marketing, manufacturing. Focus: Transition to team leader; developing enterprise view; increasing executive presence
- Vice President, Human Resources, transportation. Focus: Leading large global team; balance of personal leadership goals
- Ambassador, federal civilian. Focus: Developing enterprise view; team leadership; work life balance

Based in McLean, VA, Clarissa and her husband John are blessed with two teenage daughters and two rescued Shelties.

HR NOTES (Internal)

Coaching Client Experiences

My experience with this program was made worthwhile because of the insight, true dedication and hard work you exhibited during our sessions. Thank you for making this a pleasant and rewarding experience.

I wanted to take a moment to say thank you for all of the coaching and guidance you provided. I truly appreciate your professionalism and your commitment to helping those you coach succeed wherever their path may next lead!

I loved working with my Coach (Clarissa). She was a great listener and provided feedback, guidance and tools that I could use in the future.

Clarissa was terrific. I appreciated the honesty and probing questions.

Clarissa balances being empathetic with the client and challenging them to learn and grow.