

Leadership and Executive Coaching Coach Profile



Irv Gamal, M.A.

COACHING STATEMENT:

Irv has worked with leaders in many large Fortune 500 companies and government agencies to help them orchestrate major improvements in performance and better align their work with their lives and values. He works to identify central issues that inhibit bottom line results, and then fast tracks progress. Irv works to elevate client thinking processes to higher levels. He does this by developing or honing core leadership practices and business strategies that perpetuate actions that transform organizations. Irv's work exemplifies the values of integrity, accountability, priority, and dignity. He fundamentally believes that leaders are made, not born...that in spite of the fact that many leaders and entrepreneurs have excellent instincts, they excel only when they address a myriad of unproductive habits, behaviors, and attitudes. His goal is to guide clients in generating self-knowledge — and in learning what makes them tick. As an executive coach, Irv works to rapidly build a trusting relationship and acts as an advisor, mentor, sounding board, and resource; telling executives what they need to hear rather than what they want to hear. His style is straightforward, unfiltered, and free of the “spinning” that by and large is rampant within organizations today.

EDUCATION:

M.A. Communication Theory, California State University at Long Beach

B.A. Social Science, California State University at Long Beach

AREAS OF SPECIAL FOCUS:

Irv's distinctive strengths amongst the Leading Effect cadre of coaches include supporting leaders to:

- Restore critical balance within their hectic lives; enabling them to find and savor discretionary time
- Identify and validate priorities that position them for higher-level responsibilities
- Craft meaningful personal, professional, and business strategies that increase their overall value proposition
- Address leadership style preferences or habits that inhibit their ability to influence

CERTIFICATIONS & AFFILIATIONS:

Irv has been an Adjunct Leadership Coach with The Center For Creative Leadership (CCL) since 1993. (*recognized by BusinessWeek Magazine as one of the top leadership research and development think tanks in the world*). For twenty-eight years, Irv has conducted management seminars and workshops for universities and colleges in Southern California. He was formerly a member of the Extension Faculty of the University of California at Irvine and a Class Chair/Project Advisor with the Executive MBA Program at Pepperdine University. He presently is a Senior Faculty Member with the Leadership Services Program of Chapman University teaching certificated courses in management. Additionally, Irv is an instructor at the State of California's P.O.S.T. Command College where future police chiefs learn advanced leadership principles. Irv also authored a comprehensive, on-line development program called, “Leadership Skills For Managing Technical Professionals,” that was offered at 730 colleges and universities around the world. He is a member of the Professional Coaches and Mentors Association (PCMA) and the American Society For Training and Development (ASTD) in Orange County, California.

PUBLICATIONS: a representative sample

- * "Work Should Be Fun," Business to Business. July 1982.
- * "Organizational Change: Blessing or Burden?" Personnel Administrator. August 1989.
- * "Managing For The 90's: Leadership and Teamwork," Orangespiel. December 1991.
- * "Ethics and The Training Professional," Orangespiel. November 1992.
- * "Issues In Focus," (quarterly management column). Connections. 1991 to 1994.
- * "Make Strategic Relationships a Success," Journal of Accountancy. September 2002.

CAREER HISTORY:

Irv has over thirty years experience, including fourteen year's in corporate management, before launching his own successful consulting business, Insight Systems™ Group, in 1987. At Fluor Corporation (prior to its acquisition of Daniel), Irv was instrumental in implementing a quality improvement effort that saved the company over \$2 million in 18 months. He also co-created a Strategic Proposal and Presentation Program that increased project proposal team "hit rates" from 21% to 65%, resulting in \$768 million in additional revenue the first year. At Coldwell Banker, Irv grew the Training Director professional staff from 22 to 50 over a four-year period. He managed a total nationwide group of over 350, created the Coldwell Banker Management Institute, and was a key leader in developing the coveted Operation Blueprint. This latter program was so effective in building management talent capable of running profitable branches, it lasted for eighteen years — an almost unparalleled achievement.

REPRESENTATIVE CLIENTS:

Irv has coached managers within ALCOA, AT&T, Baxter Bioscience, Coldwell Banker Residential Brokerage, ConAgra Foods, Department of Defense, DirecTV, Fluor Constructors Intl., Hughes Electronics, GM, Johnson & Johnson, Monster Cable, Motorola, Oakley, Pacific Financial Companies, Phelps Dodge Mining Company, Qualcomm, Raytheon Systems, Taco Bell Corporation, Verizon Communications, Washington Mutual, Wells Fargo, Western Digital, Whirlpool Corporation, and Yamaha Corporation of America, to name just a few.

CLIENT QUOTE:

"...Irv has a way of putting things in perspective that really opens your eyes. Wow."
—Senior Manager, Advanced Tissue Sciences

SAMPLE COACHING ASSIGNMENTS:

- Senior management team within a Motorola fabrication plant that manufactured cellular phone chips. During an eighteen-month period, this plant went from having the worst quality in the nation to tying for the number one quality spot.
- Senior Vice President of Operations within Johnson & Johnson to obtain a General Manager's position within the company. During a nine-month assignment, combining shadow consulting with coaching to enhance specific communication skills, he eventually won the desired promotion.
- Senior Executive at Baxter Bioscience on how to obtain strategic visibility on a national, rather than regional level. Her extended family was living close to the corporate offices in another state and she wanted to relocate there with her husband and children. Through our planning efforts, she gained a national reputation that was rewarded with a promotion to corporate.
- Worked with a Brand Manager at ConAgra Foods to increase his strategic agility and follow through. He received a promotion to Vice President, becoming the youngest VP in the company's history.