

Leadership and Executive Coaching Coach Profile



Gisele Garcia Shelley, M.S.

COACHING STATEMENT:

Foundational to Gisele's coaching is the belief that most clients hold the answers they are looking for. She sees her role as a coach as that of a guide- bringing inquiry and insight to clients through the coaching process in order to get to these answers with clarity. In addition, she often incorporates her own wealth of leadership knowledge through the introduction of best practices, models, and tools. Gisele frequently uses her own experience during the coaching process to make observations and pose questions that generate insight- believing that the experience may mirror how the leader is being perceived in the organization.

EDUCATION:

M.S. Columbia University, Organizational Psychology

B.A. Vassar College, History and French

AREAS OF SPECIAL FOCUS:

Gisele has considerable experience designing and implementing leadership development systems and large-scale change initiatives, building high performance teams, and improving organizational effectiveness. Her coaching spans 1:1, team, and group methodologies. She has distinctive experience with strategic planning, redesign of business and work processes, quality improvement, and change management. Gisele is also a public speaker; addressing topics of interest to senior leaders such as Balancing Priorities at the Top and Leading across Generations. She has considerable experience working with senior leaders in the financial services industry at CIT, Merrill Lynch, Fidelity, Prudential, and Credit Suisse. She has also worked with a number of senior level executives who head up the sales divisions for their organizations.

CERTIFICATIONS/AFFILIATIONS/RECOGNITION:

Gisele is a certified coach (The Newfield Network). She is also certified in the MBTI (Meyers Briggs Type Indicator), The Hay Group Emotional Intelligence tool (ECI), and has been trained in Generative Thinking and a variety of other relevant tools, models and processes.

Gisele served as the Program Director for the Conference Board's *Coaching for Business Results* conference and currently runs The Council on Executive Coaching. She is a member of Kripalu Consultants' Collaborative, Rockland Business Women's Network, and the ASTD (American Society for Training and Development).

CAREER HISTORY:

Gisele has worked for in the fields of organizational and leadership development for seventeen years in a variety of industries, both domestically and abroad. As a consultant at Charter Oak Consulting Group, she focused on executive coaching and team development, as well as numerous strategic re-design projects. She developed international consultants in that role as well. While an internal management consultant at Merrill Lynch, she created and implemented the Merrill Lynch Benchmarking Methodology. Other roles include Director of Program Development for the American Quality Foundation, a non-profit, executive led, research think-tank founded to support the long-term development and promotion of quality improvement. Gisele began her consulting career as a Human Resources consultant for The Hay Group in New York City.

CLIENT QUOTE:

"I have found Gisele's coaching to be of significant support to my development as a senior leader. She is very balanced between the theoretical and practical and her knowledge base is broad. She has a very high level of credibility with me. She doesn't let me get away with easy answers or not following through with commitments I've made on actions or behaviors. Her coaching has exceeded my original expectations and is clearly impacting my effectiveness and business results."

–National Sales Director

REPRESENTATIVE CLIENTS:

Intel Corporation, Goldman Sachs, Carrier Corporation, Calvin Klein Underwear, Credit Suisse, Jacksonville Electric Authority, L'Oreal, Liz Claiborne, Pfizer Consumer Healthcare, Applied Materials Corp., CIT, Campbell's Soup, The Boston Globe, AOL, Merck, Merrill Lynch, Fidelity Investments, Accentor, Forrester Research, Novelties, Wyeth, Mars, and Pitney Bowes.

Gisele is based in the New York City area.