

# Leadership and Executive Coaching Coach Profile



**Grace Wang, Ph.D.**

## **GRACE'S COACHING:**

Grace's coaching is influenced by her first-hand experience as a leader, entrepreneur, and owner of corporate programs of leadership development, talent management and succession planning. For Grace, coaching is first and foremost a partnership that works best when both coach and client intentionally choose to enter a relaxed yet energized relationship focused on 1) expanding the client's understanding of self and others, 2) experimenting with new ways of seeing, feeling and acting to serve the client's learning, and 3) accountability for action or change. The change is observable and tied to specific business, organizational or individual performance objectives. As examples, Grace's clients have successfully: added a new product/service/location, stepped into expanded or new leadership roles, collaborated across functions, and developed less directive or more assertive styles of leadership.

Everyone experiences challenges, uncertainty and occasional "stuckness". In the context of coaching, Grace sees these experiences as productive springboards for growth. The purpose of coaching is to activate and integrate, with iterative practices, that natural resourcefulness within the client so he/she can be instinctually effective independent of the coaching relationship. Just like people, all contexts (e.g. relationship, family, company, work team, industry) also have "habitual defaults", histories, dreams and goals. Grace guides clients to decipher these habitual defaults and make choices around how to present themselves in these contexts with more conviction, resilience, and often enjoyment. Grace recognizes that *sustainable* changes come from a deep place within us made of values, passion or meaning. Clarification of these powerful sources of inspiration will not only drive the coaching process but, more importantly, the client's personal fulfillment and professional success.

## **AREAS OF EMPHASIS AND DISTINCTION:**

Grace has worked with both senior and emergent leaders from diverse industries such as software development, technology, telecommunications, financial services, not-for-profits, pharmaceuticals and medical innovation, energy, real estate, higher education, beverage, leisure, retail and manufacturing. Grace is well versed in assessment. She actively uses the sports psychology principles and coaches several nationally ranked competitive junior squash players on the mental side of the game. Grace understands the entrepreneurial mindset. She has managed three start-up businesses. In one of them she tripled its asset base within the first 18 months. Diversity is an important leverage in Grace's coaching. Grace takes advantage of the fact that the coach and the client come from different contexts. The ability to optimize interpersonal, organizational, cultural, personality and life experience differences are critical leadership tools, especially in this environment of increasing globalization and "doing more with less".

### **CAREER HISTORY AND HIGHLIGHTS:**

Grace was V.P. of Executive Development and Succession Planning at Washington Mutual, where she worked with the HR team to deliver talent management programs for the company's largest business unit. Grace and her team successfully launched the first internal coaching program in the company. As a Leadership Development Consultant for Microsoft, she served on a small core team whose mission was to facilitate the leadership and career growth of its top 2000 leaders. Grace's specific accountability was to increase the business acumen of technical/professional leaders with non-business backgrounds. At Center for Creative Leadership, Grace's coaching clients rated her effectiveness on average as 4.8 on a 5-point scale. Grace also has over 12 years of experience with Erlich Transcultural Consulting, working on well-known marketing and advertising campaigns and cultural competency training for sales professionals.

### **ACADEMIC EDUCATION:**

**Ph.D. Clinical Psychology, University of California, Los Angeles CA**

**M.S. Clinical Psychology, University of California, Los Angeles CA**

**B.S. Clinical and Personality Psychology, Smith College, Northampton MA**

### **CERTIFICATIONS AND AFFILIATIONS:**

- Certified in over 20 assessment tools including: Benchmarks 360 Assessment, FIRO-B, Campbell Interest and Skills Survey, Campbell Organizational Survey, Campbell Leadership Index, Myers-Briggs Type Indicator, The Influence Edge, SkillScope, KEYS (Assessing Climate for Creativity), DISC, Power and System's Organizational Workshop (Barry Oshry), LSI-Conflict, Kirton Adaption-Innovation Inventory, and Effective Leadership Indicator (ELI).
- Puget Sound Coaches Association, International Coaches Federation, & American Psychological Association.
- Grace has trained with and served as a coach for the highly respected Center for Creative Leadership (CCL).

### **REPRESENTATIVE CLIENT COMPANIES:**

Working for Center for Creative Leadership, Grace coached over 45 middle-to-senior leaders across multiple industries and functions. Grace has also worked with leaders from companies such as: Microsoft, Pfizer, AT&T, MCI, Sprint, WellPoint, Ford Motors, Toyota, Principal Financial, Wells Fargo Bank, ITT Hartford, Bank of America, Sears, GlaxoSmithKline Pharmaceuticals and Consumers Energy Company.

### **GRACE'S LIFE AND PASSIONS:**

For over 8 years Grace has served on the board of Senior Services, Washington State's largest private non-profit organization. Enrolling others in an asset-based vision of aging is a passion of Grace and she has her own humbling experiences with leadership serving as the president and an executive committee member of the board. Grace is an accomplished classical pianist and still performs. She's happily married to her partner of 16 years. Together they are committed to being lifelong squash players and golfers. They take delight in their two outrageously hilarious girls. Grace finds parenting to be the hardest and the most compelling of any work she has undertaken.