



Bio - Carol Gausz

I'm passionate about helping leaders unleash their potential. As a coach, I help clients clarify their thinking, leverage their strengths, understand where they may be getting in their own way, and build momentum for future success. My work is based on the belief that much of the wisdom needed to address opportunities and challenges resides within the client. I help them find that wisdom and use it effectively as they work towards their coaching goals.

My coaching is grounded in my experience as a senior leader and a consultant. In those roles, I have helped organizations understand and act on their strategic choices more effectively, communicate with employees in ways that inspire action to achieve strategy and employee and customer satisfaction, create effective strategic partnerships, and significantly improve organizational performance. I've been coaching for more than 15 years and continue to hone my skill through coaching education and development programs.

My coaching clients are typically successful leaders or high potential individuals who are stepping into new roles or challenges. They want to gain greater context, see their strengths and potential blind spots more clearly, set a strategy for success in their new situation and begin to gain momentum. I help to create a confidential 'space' to explore with the client; ask curious questions and use creative modalities to help them gain insights; listen intently; and help them move to action, reflection, and continued momentum toward their goals.

A sample of clients' descriptions of what it's like to work with me:

"By most measures I am considered successful. Yet, I was struggling in my career. I was offered a coach - not just any coach - I was given Yoda. I'm glad I took notes. I refer to them often. Carol coaches with a non-judgmental and positive approach. She is kind and gentle but will make sure you see the reality. She respectfully and patiently listens to what you say - and is not afraid to ask about what you didn't say. It is a gift." Physician Leader

"Carol was a great balance of challenge and support. She helped me understand myself and the impact of my behavior better, supported me in being more intentional as to how I expressed my leadership, and enabled me to change long standing work habits that were not serving me well. Carol is a wonderful listener, asks powerful questions that deepen and broaden awareness, provides clear and constructive feedback, and is a fabulous source of support and accountability." Finance Leader

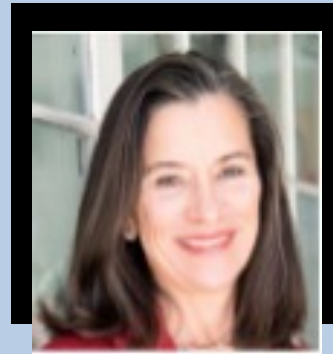
"Carol works effectively with leaders from varied backgrounds, including physicians, clinical specialists, and leaders from shared services. There are many reasons I continue to call on Carol but if I had to identify the top choice, it would be - she gets results." Human Resource Leader

"I found Carol to be responsive and confidential. Carol helped me become a better strategic leader and thus allowed the organization and the individuals within the organization to thrive". Organization Executive

More information at www.blueheronassociates.com

QUICK FACTS

- Founder/ President of Blue Heron Associates, Inc.
- As a coach and consultant, Carol has helped leaders achieve higher levels of performance - individually, with their teams, and for their organizations.



EDUCATION & DEVELOPMENT

- MS Organization Development from Pepperdine's Graziadio School of Business
- MPA, University of Delaware
- UC Berkeley's Executive Coaching Institute
- Marshall Goldsmith's Stakeholder-Centered Coaching
- Year-long coaching development program with Google's former head of Leadership and Coaching
- Fellow, Institute of Coaching

CERTIFICATIONS

- PCC, International Coaching Federation
- Hogan Leadership Assessment
- Center for Creative Leadership's 360 assessments
- Emotional Intelligence assessments –ESCI & EQ-i