

"This was something I wish I had experienced earlier in my career. It opened up avenues in my thinking and performance as a leader. The time spent with Carol was so valuable and I highly recommend her great talents to others." —Division Director

"Leadership coaching with Carol was a journey of opening doors and discovering hidden treasures and barriers; all of which are essential to my personal and professional success. Carol's coaching was respectful, insightful and supportive. Carol is simply an amazing coach and person." —Vice President

"I met with my team yesterday and applied the insights I gained from our conversation. The discussion changed from my indicating how hard I was working on modernizing (our group) and berating them for obstructing progress, to identifying the reasons that change was being resisted. It's interesting, most people say they welcome change but, as I found out yesterday, many were afraid of it. The reasons they gave were clearly deeply felt. I think we made considerable progress yesterday. Thanks for your help with this." — Physician Leader

"I am very honored to be recognized by my peers and be promoted to professor. Your help and support along the way was much appreciated. I am still on my journey here."
— Division Director

"You called me on things when I didn't follow through. I realized I had been opting out of being active in my own life ... demands of the new boss, fully participating in opportunities I was invited to, taking advantage of all that I could learn and develop in coaching. I was stuck, mad, and a little sorry for myself. I didn't want to look inside, and your challenge helped me get unstuck. It was a real pivotal point."
— Vice President

"Carol was quick to create a safe environment for our coaching sessions. She is a delightful and authentic person who takes pride in having her clients succeed. She gave me feedback, helped me deal with feelings, and gave me resources to support both." —Department Director

"Carol has been most helpful in navigating my new leadership responsibilities and I highly value the experience of working with her." — Department Chair

"By most measures I am considered successful. And yet, I was struggling with 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 to have a super-smart, insightful, wise person, who can lead you to better understanding of your goals in work and life - an understanding that so frequently can elude us. Typically, as physician leaders, we battle, mostly alone, engulfed in our biases, passions, and baggage. I feel incredibly fortunate to have had Carol to work with. Through her work, the health system gained a functional partner, and that partner obtained a fulfilling career." — Center Director

"Coaching with Carol continues to be a gift for me. I am frequently reminded of insights that have changed me personally and professionally. Carol helped me learn how my actions created reactions from others and the role I played." — Director of Nursing

Client Comments on Coaching with Carol Gausz

"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 Executive

"Carol is very insightful in picking up on nuances of conversations. I've gained further awareness of myself and how I interact in a work setting. It was a great experience and has helped me elevate my game." — Vice President

"The experience allowed me a safe space for introspection and growth, to refine my leadership skills, and cultivate a deeper understanding of myself. I am a more effective and empathic leader, better equipped to navigate challenges and inspire my team." Division Director

"Thank you for your guidance and support. It's been a challenging time professionally and a time of growth. I'm truly grateful for your insight helping me think through issues at hand. What I've learned will stay with me throughout my career. Thank you for your encouragement and always thoughtful coaching." — Physician Leader

"As an executive coach, 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

"Words cannot express my gratitude for all you have done to help me grow. You understand more than anyone what a journey this has been, with a storm of emotions and so many changes. Your consistent guidance has changed the way I think and will serve me well throughout whatever is to come." — Program Director

"Carol works effectively with executives 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." — J. McGovern, CHRO

"Carol is able to grasp the complexity associated with each client and the context and culture in which he/she is working. She is able to use a myriad of tools to assist her clients in recognizing a variety of choice points for action and the implications for each action. Bottom line: Carol's clients see positive and sustained results quickly in their work together and lasting long after the coaching has concluded. Carol is a pleasure to work with; I find her bright, strategic, curious, and open to feedback. Carol is an outstanding partner, and I'm very lucky to have her serving the leaders at Penn Medicine." — C. Morgan, VP, Learning & Organization Development, Penn Medicine

"Thank you for taking your time to talk with me today. I can always count on you helping me reframe so I can move forward. Today you did just that and please know how grateful I am to you!" — Department Director