

<b>GENERAL PROFILE</b>	
<b>Clarissa Cullers</b>	
<b>Company Name:</b>	<b>GumballEnterprises, Inc.</b>
<b>Contact Information:</b>	Address: 216 First Ave. S Suite 205 Seattle, WA 98104 Email: ccullers@gumballenterprises.com Website: <a href="http://www.gumballenterprises.com">http://www.gumballenterprises.com</a> Contact Number: 202-258-2159
<b>PROFILE DETAIL</b>	
<b>Education</b>	<ul style="list-style-type: none"> <li>• MBA, Darden School of Business, University of Virginia</li> <li>• BA, Randolph Macon College</li> </ul>
<b>Certifications</b>	Associate Credentialed Coach: International Coach Federation Adjunct Faculty / Executive Coach: Center for Creative Leadership Leadership Coaching for Organizational Performance: GMU Human Resources Management: GMU Senior Professional of Human Resources: HRCI
<b>Areas of Expertise</b>	Leaders in Transition, Change Leadership, Senior Executives, Team Dynamics / Team Development
<b>Industry(s)</b>	Federal Civilian, Non-Profit, Financial Services, Manufacturing
<b>Years of Coaching Experience</b>	5 years
<b>Assessment Tools</b>	Center for Creative Leadership Benchmarks 360 Assessment Suite (Benchmark, Executive Dimensions, Prospector), SKILLSCOPE Myers-Briggs Type Indicator (MBTI), Step I & II OPM Leadership Effectiveness Inventory (LEI 360) Workplace Big Five; FIRO, FIRO-B; DISC
<b>Other related experience</b>	Clarissa has diverse industry experience. While in professional services, Clarissa developed expertise in change management and human capital development, delivering services to manufacturing, telecommunications, and financial services Fortune 50 clients. As a client service team leader, Clarissa led executive client relationship management and consulting service delivery for a \$2.5b international organization. She directed multiple engagements across all lines of service, managing large cross-functional teams.  In the non-profit sector, Clarissa designed, delivered, managed,

RENAISSANCERE – COACHING PROFILE

	and evaluated international adult education and professional development programs.
<b>Sample Coaching Client Organizations</b>	<p>Public: Departments of Defense (Army), Homeland Security (Science &amp; Technology), Labor (Office of Foreign Labor Certification), and Transportation (FAA, Federal Motor Carrier Safety Administration, Office of International Transportation), State (Foreign Service Institute), Defense Logistics Agency</p> <p>Private: GE Transportation, Nii Holdings, Election Systems and Software, Archer Western, Cushman &amp; Wakefield, Alegco Scotsman, Sony Pictures</p> <p>Non-Profit: Arlington Alexandria Coalition for the Homeless, Leadership Arlington, Mended Little Hearts, National Industries for the Blind</p>
<b>Level of Clients Coached</b>	All levels, from front-line supervisors to executive, including SES and Ambassadors
<b>COACHING PROCESS</b>	
<b>Style</b>	Committed, caring, competent. Coaching philosophy is grounded in creating a partnership, using insight to challenge and support clients as they reflect, grow and determine how to navigate their path and achieve their leadership goals
<b>Length of Sessions</b>	Tailored based upon client requirements
<b>BIO</b>	
<p>Clarissa Cullers is an experienced coach and human capital consultant with more than twenty-five years of client management and professional service delivery in areas of Leadership Development, Executive Coaching and Human Capital Strategy. Clarissa brings to bear direct leadership and management experience through her roles at PricewaterhouseCoopers, United Technologies, LinkVisum Consulting, and Delphi International.</p> <p>Ms. Cullers works with individuals and teams to help them maximize their potential. Clarissa has coached executives, managers and teams in the Federal Civilian Agencies, Defense, large multinational industrial companies, telecommunications, financial services, and non-profit social sector organizations. She also provides 360 assessment instruction, program management and coaching for a top ranked university executive education program. She has designed and facilitated leadership, team building, strategic change management and process transformation sessions for executives and managers in both the public and private sector.</p> <p>Ms. Cullers also serves as Adjunct Faculty and Executive Coach with the Center for Creative Leadership, providing coaching in custom and open enrollment leadership development programs.</p> <p>Outside of her coaching, assessment and facilitation practice, Clarissa has a strong commitment to youth development and physical fitness. She has coached and volunteers for Girls on the Run and Junior Achievement.</p> <p>Based in McLean, VA, Clarissa and her husband John are blessed with two teenage daughters (who</p>	

are much faster runners and provide wonderful 360 feedback), and two rescued Shelties.

## HR NOTES

### Recent Coaching Engagements

- Executive Director and CEO, non-profit. Focus: Leading organizational transformation; preparing for executive transition and developing organizational capacity; board communications and leadership
- Deputy Assistant Secretary, defense. Focus: Defining next step in leadership journey; increasing capacity for team leadership
- Director, Product Marketing, manufacturing. Focus: Transition to team leader; developing enterprise view; increasing executive presence
- Vice President, Human Resources, transportation. Focus: Leading large global team; balance of personal leadership goals
- Ambassador, federal civilian. Focus: Developing enterprise view; team leadership; work life balance

Clarissa has been described as a committed, caring, competent coach.

### ***Coaching Client Experiences***

*My experience with this program was made worthwhile because of the insight, true dedication and hard work you exhibited during our sessions. Thank you for making this a pleasant and rewarding experience.*

*I wanted to take a moment to say thank you for all of the coaching and guidance you provided. I truly appreciate your professionalism and your commitment to helping those you coach succeed wherever their path may next lead!*

*I loved working with my Coach (Clarissa). She was a great listener and provided feedback, guidance and tools that I could use in the future.*

*Clarissa was terrific. I appreciated the honesty and probing questions.*

*Clarissa balances being empathetic with the client and challenging them to learn and grow.*