



GENERAL PROFILE	
<p><i>Pam Rechel</i> <i>Pamela A Rechel</i></p>	
Company Name	GumballEnterprises, Inc.
Residence Country	United States of America
Languages	English
Contact Information:	Email prechel@gumballenterprises.com
	Website www.gumballenterprises.com
PROFILE DETAIL	
Education	<ul style="list-style-type: none"> • M.A. Applied Behavioral Science in Coaching and Consulting in Organizations Leadership Institute of Seattle (LIOS) • M.B.A. in Information Technology George Washington University • M.S. in Student Personnel Administration Syracuse University • BA – French and Religious Philosophy Cornell College
Certifications	PCC Coach Certification from the International Coach Federation Myers-Briggs Type Inventory Master Practitioner;
Areas of Expertise	Executive and leadership coaching including coaching abrasive leaders (sometimes known as bullies), group and team facilitation; team building
Industry(s)	High tech; Health care; manufacturing; finance; non profit
Years of Facilitation Experience	20
Years of Coaching Experience	23
Years of Consulting Experience	25
Years of Training Experience	25
Years of Design Experience	
Years of Data Analysis Experience	



Assessment Tools	Myers-Briggs Type Inventory, 360 interviews; EQ-2.0 (Emotional Intelligence); Intentional Leadership; FIRO B; Thomas Kilmann Conflict;
Other related experience	
Sample Clients	Oregon Health Sciences University; Microsoft; ESCO manufacturing; Humane Society of SW WA; Leupold and Stephens
Level of Clients Coached	Up to CEO/ Executive Director /Group President; Vice President; coach abrasive leaders at all levels; also coach managers transitioning to higher levels or new to organizations
COACHING PROCESS	
Style	Transformational coaching to change behaviors and ways of being; calm and calming in approach; uses deep knowledge of leadership and management and HR to help leaders see clearly their next step in the midst of chaos and constant change. She asks insightful questions that often have her clients saying that their perception of a situation changed so they could breakthrough a situation where they'd felt stuck.
Length of Sessions	1-1.5 hours, typically two –four times/ month; ranging from six months to multiple years depending on engagement
Other	Coaches executives and their teams individually and as a team to build resilience necessary for them to sustain a high level of performance over an extended period of time (not just a short burst of success) and to hold themselves and their teams accountable.
BIO	
<p>As a leadership coach, Pam supports managers who want to be crystal clear in their thinking and who need to more effectively communicate difficult messages. This includes coaching managers who are seen as abrasive and whose behaviors have to change for them to be successful. The process includes interviewing colleagues and giving 360 feedback to the abrasive leader.</p> <p>She has an extensive background as a manager, including managing departments in Egypt, Ireland, India and Singapore. She has an extensive business and human resource background. Her combination of deep knowledge of personality style; business and organization systems and compassion for her clients help her clients to achieve transformational results.</p>	