



GENERAL PROFILE	
<i>Marcia Teixeira</i>	
<b>Company Name:</b>	<b>GumballEnterprises</b>
<b>Residence Country</b>	United States of America
<b>Languages</b>	English, Portuguese, Spanish
<b>Contact Information</b>	Email <a href="mailto:mteixeira@gumballenterprises.com">mteixeira@gumballenterprises.com</a>
	Website <a href="http://www.gumballenterprises.com">www.gumballenterprises.com</a>
PROFILE DETAIL	
<b>Education</b>	<ul style="list-style-type: none"> <li>• MA in Leadership and Organizational Development – Saybrook University/Leadership Institute of Seattle</li> <li>• MBA – Universidade de São Paulo</li> <li>• BA, Economics – Pontificia Universidade Católica de São Paulo</li> </ul>
<b>Certifications</b>	ACC: International Coach Federation C-IQ Enhanced Skills Coach – WBECS and CIQ for Coaches
<b>Areas of Expertise</b>	Individual and Team Coaching Multicultural and multigenerational leaders and teams
<b>Industry(s)</b>	IT, Services, Manufacturing, Startups, Nonprofits
<b>Audience Segment (EE, Mgr, Leader, Hi-Po)</b>	Mid and Upper Management (Director and VP) Emerging leaders and entrepreneurs
<b>Years of Facilitation Experience</b>	5 years
<b>Years of Coaching Experience</b>	3 years
<b>Years of Consulting Experience</b>	20+ years
<b>Years of Training Experience</b>	5 years
<b>Years of Design Experience</b>	3 years
<b>Years of Data Analysis Experience</b>	20+ years



<b>Assessment Tools</b>	StandOut
<b>Other related experience</b>	
<b>Sample Clients</b>	Microsoft, United Planet
<b>Level of Clients Coached</b>	Mid-Managers, Hi-Po, Individual contributors
<b>COACHING PROCESS</b>	
<b>Style</b>	Client centered with a systemic and scenario based approach. Integration of skills development and behavioral practice.
<b>Length of Sessions</b>	1 hour sessions 2-4 times per month, customized to the client.
<b>Other</b>	Conciliation/Mediation – conflict resolution approach – I use the active listening process – encourage, restate, reflect and reframe – in my practice as conciliator at the Bellevue Neighborhood Mediation Program.
<b>BIO</b>	
<p>As a Leadership and Professional Coach and Organization Development Consultant, Marcia helps individuals and organizations in multicultural and multigenerational environments to cultivate healthier work and personal relationships. Using kindness and transparency aligned with operational excellence, she has coached leaders and teams to become more collaborative, high-performing, and capable of meeting their personal and business goals.</p> <p>Marcia Teixeira has over 30 years of experience working in corporate organizations, including 20 years at Microsoft. She built and managed cross-functional teams in Brazil, Spanish-speaking Latin America, and the United States has designed, launched, and led projects that enabled organizational change, simplified decision making, and strengthened employee engagement.</p> <p>Marcia holds a Master’s degree in Organization Development from Saybrook University, an MBA from Universidade São Paulo, is an Associate Certified Coach (ACC - ICF), and certified C-IQ Enhanced Skills Coach. A life-long learner, she committed to enabling herself and others to live intentional, relevant, and happy lives and to contribute to progress in the world.</p> <p>If you want to gain awareness about your life and business, take action to drive the transformation you need, and make an impact in your life and the lives of the people you care embark with Marcia on a journey of intentional learning, relevant transformation, and impactful growth.</p>	