

Laura Dolnik, MA, PCC

Senior Leadership Coach & Consultant, Gulan Pulito Coaching & Consulting, LLC

Business and Consulting Experience

Laura is an Executive Coach and Organization Development Consultant. As an expert and practitioner in the field of adult development, Laura applies a variety of frameworks in her individual, team, and organizational development work. She holds an extensive organization development background in areas including performance management, employee engagement, culture change, conflict management and interpersonal effectiveness. Over her 20+ year career, Laura has consistently helped clients move quickly to clarify goals and create plans for accountability and goal attainment. She accomplishes this by ensuring that identified outcomes are clearly connected to driving a business's overall strategic priorities, using identified success criteria and impact measurement approaches.

Over the course of her career Laura has worked within and on behalf of many of Milwaukee's top employers including Johnson Controls, Harley-Davidson Motor Company, and Northwestern Mutual. She has also held the position of adjunct faculty, teaching consulting skills at the Master's level.

Coaching Experience

As a Professional Certified Coach with the International Coach Federation (ICF) and current Chair of the Education and Development Committee for the Wisconsin Chapter, Laura is accomplished at assisting individuals and teams in advancing their capabilities through self-discovery, development, and the practice of new behaviors. She is experienced at coaching leaders at all levels, though her passion is in helping mid-level and up-and-coming leaders reach their potential. Using her background and experience in leader development, Laura understands what it takes to be a successful executive. Using various assessment tools and her coaching expertise, she helps clients quickly identify coaching goals. This leads to making the shifts necessary to realize sustainable, transformational change both personally and professionally.

Education

Laura holds a Master's degree in Learning & Development with an emphasis in organizational psychology. She is also a certified coach with the Newfield Network and holds a Professional Coaching Credential (PCC) from the International Coach Federation. She is certified in the use of numerous assessment instruments she uses regularly in her coaching.

Volunteer Work

- Teaching English as a second language
- Teaching self-assertion skills to battered women



Experience Highlights:

- Leader Development
- Organization Development
- 20+ years with organizations and executing on leader dev strategies

Industry Experience:

- Healthcare
- Medical Research
- Financial Services
- Manufacturing

Coaching Highlights

- ICF Professional Certified Coach (PCC)
- ICF-WI Education & Development Chair
- Certified ontological coach

Common Coaching Topics

- Building Interpersonal Capability
- Social/Personal Awareness (EQ)
- Influencing
- Presence
- Confidence
- Managing conflict
- Leading & Developing Others
- Team Effectiveness

Client Testimonials

- A managing director in a financial services organization who was promoted to his managing director position only three years into the business. Two years earlier, he felt he might fail out of the business. Here is his recall of that initial coaching:

“Working with Laura has helped me align myself personally as well as professionally. With her help I really grew in my personal life as well as my production. My lives went up 50%, new clients 33% and premium almost doubled, in one year.”

- A young CEO of a firm who was looking for the confidence and courage said this:

“In a world where an exceptional amount of our self-esteem is developed by who we tell ourselves we are—in between our own two ears – Laura was a catalyst to my elimination of negative self-talk and speaking personal, positive self-perceptions into my life, so I could take the leap.”

- A new Associate Director of Administration of a Wisconsin healthcare organization identified these results:

“My coaching with Laura has enabled me to develop a personalized philosophical lens through which I see myself, my institution, my leaders, and other key factors within the collective experience of executive leadership. Armed with this lens, I am better able to identify my role and understand my position’s impact in the success of the larger institution.

... I am now a stronger, more measured leader with reliable tools to help my personal experience within a large, complicated ecosystem of institutions, politics, and relationships.”