

# NICOLE PULITO, PHD, PCC

President Gulan Pulito Coaching & Consulting, LLC

## Business and Consulting Experience

Dr. Pulito has 20+ years of experience consulting with organizations to identify and accelerate top talent to achieve business results. As an Industrial/Organizational Psychologist and Professional Certified Coach (PCC), she has a unique combination of skills to bring to her clients. An expert in the field of adult development, Nicole applies the multiple frameworks she and her team have developed in her individual, team and organizational development work.

Nicole has specialized in creating succession and assessment approaches to accurately predict potential, readiness and fit for various roles across dozens of organizations. Nicole and her team have also created a set of complementary leadership development programs focused on enhancing leadership, team effectiveness, communication, mindfulness and presence, among other skills and abilities. Nicole believes strongly that any talent management practice must have a clear connection to driving overall business strategic priorities as well as success criteria and impact measurement.

Prior to launching her coaching and consulting business, Nicole held positions at various management consulting firms as well as adjunct Professor roles at various universities.

## Coaching Experience

As a Professional Certified Coach with the International Coach Federation and Past President of ICF Wisconsin, she believes strongly in supporting coaches and organizations in leveraging this important skill. In her executive coaching practice, Nicole has coached leaders at all levels of the organization, though she is particularly interested in supporting leaders through the transition from senior management to executive leadership positions, including CEO succession candidates.

Nicole's unique expertise in leader assessment and understanding of what it takes to be a successful executive, allows her and her clients to quickly zero in on coaching goals and make the shifts necessary to maximize true potential and achieve breakthrough personal, professional and business results.

## Education

Nicole has a Ph.D. in Industrial/Organizational Psychology. She is also a certified Integral® Coach with a Professional Coaching Credential (PCC) from the International Coach Federation. She is certified in the use of numerous assessment instruments she utilizes regularly in her coaching.



## Experience Highlights:

- Industrial/Organizational Psychologist
- 20+ years consulting with organizations on talent and business strategy

## Industry Experience:

- Financial Services
- Insurance
- Healthcare
- Medical Research
- High Tech
- Consumer Products
- Manufacturing
- Non profit

## Coaching Highlights

- 15 years executive coaching experience
- ICF Professional Certified Coach (PCC)
- ICF Chapter President

## Common Coaching Topics

- Presence
- Emotional Intelligence
- Influence
- Building Confidence
- Developing People
- Communication
- Team Effectiveness
- Delegation

## Certifications

- Hogan
- iEQ9 Individual and Team
- Intercultural Development Inventory
- Profilor 360 Degree Feedback

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## Client Testimonials

The CEO of a Wisconsin based non-profit organization improved her skills at engaging and connecting with her team.

*“As a result of your coaching, I have been able to change the context of my self-dialogue. I find that my energy is more focused on moving forward with the challenges of work, versus the ‘if only’ scenarios that consumed a lot of my time when we first met”*

A Senior Director of Business Intelligence in a large equipment manufacturing organization increased his confidence and courage receiving universally positive feedback from his manager and senior leadership about his visible shift in approach.

*“I feel more positive and courageous in all situations and feel I am getting more out of my team and others as a result”*

The SVP of Marketing of a mid size packaging company significantly shifted his communication and coaching approach.

*“Nicole has helped me transform to a leader that is less assuming and more open and engaging of our people and truly coaching for future desired results. The ability to ask the right questions, be approachable, and develop positive engagement from our future leaders, has created a more productive work environment and has also helped me personally at home. I owe a lot of my progression to a higher level of leadership to my work with Nicole”*

A Marketing Manager of a global workforce solutions organization increased her influence and personal impact and was promoted to a Director role.

*“I have found my power thanks to you, Nicole. I no longer wait for things to happen; I make them happen. I liked your honest, unbiased feedback and suggestions for improvement.”*

A senior leader of a Healthcare system moved from a Chief Nursing Executive to the COO role and achieved breakthrough results in employee engagement and operating efficiency.

*“This experience with Nicole has exceeded all expectations. Nicole is able to balance compassion, intellect, humor and science-based individual and organizational change... to create urgency and sustained behavior change. I would highly recommend Nicole for executive coaching.*

## Select Speaking Engagements

- **Enhancing Your Coaching Culture** (2019) Association of Talent Development (ATD) in Appleton, WI
- **The Power of Coaching: How to transform your talent management practices using a coach approach** (2017) Society for Human Resource Management (SHRM) State Conference in Wisconsin Dells, WI
- **Strategic Succession Planning** (2014) Panel discussion Society for Industrial Organizational Psychology (SIOP) National Conference in Honolulu, HI