

NICOLE PULITO, PHD, PCC

Principal Gulan Pulito Coaching & Consulting, LLC

Business and Consulting Experience

Dr. Pulito has 25+ 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. Expert in the field of psychometric assessment and adult learning, Nicole leverages evidence-based approaches in her individual, team and organizational development work.

Nicole has developed assessment and succession planning approaches to accurately predict potential, readiness and culture fit across dozens of organizations, including CEO selection and succession. She is particularly interested in helping organizations strengthen coaching and learning cultures by building internal professional coaching capabilities, enhancing leader coaching skills, and building organizational coaching programs and practices. Nicole has worked with organizations across of all sizes from solopreneurs to Fortune 100 global organizations such as Walmart, Abbott Laboratories, Northwestern Mutual, John Deere and Under Armour.

Prior to founding Gulan Pulito Coaching & Consulting, Nicole held positions at various global talent management consulting firms as well as adjunct professor roles at various universities teaching subjects related to organizational behavior.

Coaching Experience

As a Professional Certified Coach with the International Coach Federation (ICF), Past President of ICF Wisconsin, and current President of the ICF Midwest Coaches Development Council, she believes in supporting coaches and organizations to leverage this important skill. In her executive coaching practice, Nicole has coached leaders across industries, functions and levels, though she is particularly interested in supporting diverse leaders through the transition from mid level to executive leadership positions, including CEO succession candidates.

Nicole's unique expertise in leader assessment and the competencies necessary for senior leader success, allows her and her clients to quickly zero in on coaching goals and make the shifts necessary to maximize potential and achieve breakthrough personal, professional and business results. Nicole has also been trained in integral coaching philosophies, so she believes that the most meaningful shifts occur by coaching the whole person. As such, all coaching engagements have a strong connection to personal, professional and business outcomes.

Education

Nicole has a Ph.D. in Industrial/Organizational Psychology. She is also a certified Integral® Coach with New Ventures West 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 including Hogan Leadership Suite and the iEQ9 for leaders and teams.



Experience Highlights:

- Industrial/Organizational Psychologist
- 25 years consulting with global organizations on talent and business strategy

Industry Experience:

- Financial Services
- Insurance
- Healthcare
- Consumer Packaged Goods
- Restaurant
- Retail
- High Tech
- Manufacturing
- Government Sector
- Non profit

Coaching Highlights

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

Common Coaching Topics

- Presence & Mindfulness
- Emotional Intelligence
- Influence
- Building Confidence
- Developing People
- Communication
- Team Effectiveness
- Delegation
- Work/Life Integration & Balance

Certifications

- Hogan Leadership Suite
- iEQ9 Individual and Team
- Intercultural Development Inventory
- Profilor 360 Degree Feedback
- Korn Ferry 360

Nicole@GulanPulito.com
(262) 204-8302 office
(414) 248-6807 cell
www.gulanpulito.com