



#### Areas of Expertise:

- Executive Coaching
- Life Coaching
- Career Coaching & Management
- Communication Skills
- Team Development
- Conflict Management Coaching & Mediation
- Positive Leadership Coaching

#### Professional Experience:

- Founder & Principal; Coaching & Consulting Services
- Account Executive; Marketing & Performance Improvement Services
- Account Director; Organization Development, Training & Education Services
- Director of Operations; Performance Improvement Services
- Account Development Manager; Net Promoter

#### Education:

- *MS., Organization Change Management*, The New School, Manhattan – Outstanding Student Award
- *B.A., College of Business*, Michigan State University
- *Post-Master's Certificate, Leadership and Change*, The New School, Manhattan
- *Certificate in Positive Psychology*, Wellbeing Institute
- *Certificate in Instructional Design*, Michigan State University

#### Professional Affiliations:

- M/WBE – NYC status; women business enterprise
- IPPA – International Positive Psychology Association
- ODNNY – Organization Development Network of New York
- ACMP – Association of Change Management Professionals
- NYHRPS – New York Human Resources Professionals
- USAT – USA Triathlon national governing body

#### Background:

Karen Noble has engaged in corporate and non-profit business for 25 years and has developed a sharp business intelligence working with a variety of clients from Fortune 500 companies to small start-ups. Her experience includes presentation and selling skills, application of research and analytics, strategic planning, people management, and the hands-on knowledge of organization structure and models. This valuable business experience is integral to her ability to quickly grasp her clients' business challenges and collaborate to find the best solutions.

Karen helps leaders and organizations maximize their potential, and she has coached numerous clients in places as varied as Senegal, New York, and Sydney, Australia via in-person meetings, phone, and synchronous online platforms. Her clients include corporate and non-profit organizations in such industries as education, engineering, legal, financial, manufacturing, fashion, advertising, sports, social entrepreneurship, religious, and publishing.

Her coaching mission integrates both the science and art of business into her practice which embraces the learnings of neuroscience and the principles of change management for individuals and organizations. This approach facilitates a better understanding of the cognitive and emotional processes key to behavior change, motivation, and productivity. She has a contagious energy and works with clients in collaborative relationships that enable them to identify, recognize, and leverage their signature strengths to achieve success.

#### Client Results:

- Transitioned a manager in a legal firm into a new leadership role. Collaborated with client to assess the situation and crafted a three-pronged plan to ensure success which included identification/adoption of a mentor, improvement of delegation skills, and a clear transition plan with management buy-in.
- Helped a key leader identify and leverage his strengths while implementing a development plan that focused on practicing emotional intelligence, particularly empathy and social skills. He re-defined himself from someone who was perceived as challenging to work with to a more authentic, collaborative partner and was able to achieve a more collegial environment resulting in more effective working relationships.
- Prepared an emerging manager in an African location for a key interview with a visiting U.S. senior executive. Helped the client re-craft his personal/professional story to incorporate the perspective of the leader and to succinctly focus his message on the topics of most importance to the interviewer; collaborated in practical role play. These efforts resulted in a permanent management job offer for the client in the non-profit organization.