



“ **What Tara brought me was
a whole new perspective
on coaching and leadership** ”

POWERS RESOURCE CENTER EXECUTIVE COACHING STAFF

Tara Powers, CEO, M.S.

As a 20-year talent development professional, Tara Powers, CEO of Powers Resource Center is an international best-selling author, award winning leadership expert, executive coach and sought-after keynote speaker. She's worked with over 200 companies and more than 15,000 leaders building programs and launching initiatives that deliver high touch and high impact for her clients.

Tara supports senior level leaders and executives to lead innovatively, authentically and in alignment with their values. Her coaching approach is described as genuine and that Tara is not afraid to hold up the mirror to help leaders understand the impact of their intentions. She forms a deep, trusting partnership with each leader, with the ultimate goal of leaving a legacy that is fulfilling and meaningful.

For the past 4 years in a row, Tara's Leadership Programs have earned the prestigious recognition as a Top 10 Leadership 500 Award winner by HR.com alongside big names such as Korn Ferry, Level (3), Hilton, Honda, MIT and DDI. Tara is also a judge for the coveted Brandon Hall Excellence Awards which recognizes the best organizations globally that have successfully deployed programs, strategies, modalities, processes, systems, and tools that have achieved measurable results.

Tara is the author of two books including *Success University for Women* and *Virtual Teams for Dummies* (Wiley). She speaks internationally on vital topics such as the effectiveness of virtual teams, the importance of women in leadership, simple secrets to creating healthy organizations and how to build cohesive and committed teams.

Tara is a 20-year talent development expert with a M.S. in Organizational Leadership from Regis University, a Coaching Certificate from ATD and is a Certified Training Manager. She's a Five Behaviors of a Cohesive Team Authorized Facilitator and Everything DISC Solutions Provider. In July 2018, Tara was recognized in Colorado Business Magazine as a Woman to Watch.

Client Feedback:

"As a young female coming up in my career, I have faced many challenges that were out of my control but affected me in a way that kept me from being a great leader. I wanted to re-focus my energy on the thing I could control and use my ambition to my advantage and not let it hinder my success. My biggest challenge was understanding my audiences and learning how to make my point. I immediately felt a connection to Tara. She made me feel comfortable with who I am and excited at who I could become. I am now able to remove my emotion and passion from much of my decision making and interactions with others. I have been able to re-direct some of that energy to solutions for problems and challenges I may face."

~ Stephanie, Director at Denver Zoo

"What Tara brought me was a whole new perspective on coaching and leadership. Tools on how to be more expressive and communicative with my peers and leaders. Tara let me learn without telling me what to do and guided me on a path to successful interactions with my executive team. Thank You for the eye-opening experience."

~ Business Support Executive, Bank of America

"You reminded me clearly of my role and voice, provided relatively easy to implement steps that would align with my peers' communication needs and empowered me to take the steps to improve relationships through open communication and meeting times. I expected to encounter challenges, resistance and a return to prior practices, but just our meetings as a team had a clearly positive impact that helped dramatically improve our relationships in a short span of time. Tara is a great listener, is neutral in challenging situations, and helps guide people beyond their "stuck" points into action. She's fantastic!"

~ Kyle, High School Principal

“ Tara is a great listener, is neutral in challenging situations, and helps guide people beyond their “stuck” points into action. ”



“**Working with Brenda has changed my life!**”

Brenda Abdilla, PCC

Brenda is a highly experienced coach, facilitator, speaker and author with a long track record working with individuals and teams to increase their leadership effectiveness, and professional career results. She is the CEO of Management Momentum, based in Denver, and she also works as a key member of the coaching and training team for Well-Connected Leader, based in California and runs the Executive Coach department for Powers Resource Center. Brenda is the facilitator/chair of a Denver chapter of the Woman Presidents' Organization.

Frequently hired as a keynote or breakout session speaker for conventions and conferences, Brenda's clients include Comcast/Xfinity, Medtronic, WPO, Sheridan Press, Xcel Energy and The Women in Transportation. She also has experience facilitating executive leadership groups and creating custom material to help audiences organize their thinking in a fresh and practical way.

Brenda started her first company at aged 29, developing and delivering curriculum in sales, management and customer service for the hospitality industry. She delivered programs in Russia, England, Germany, Australia, New Zealand, South Africa and Canada.

She is the author of three books, including *Selling for Results* (1994), *Marketing for Results* (1995), and *What's Your Lane: Career Clarity for Moms Who Want to Work a Little, a Lot, or Not At All* (2013). She has also published articles in over 50 print publications.

Brenda studied business administration at the University of Phoenix, received her coaching certification P.C.C. (Professional coach certification) and has logged over 2,500 coaching hours. Her certifications include: Certified DiSC Facilitator, Five Behaviors of a Cohesive Team (Inscape/Wiley), Certified Enneagram Facilitator (Enneagram Institute), Certified Emotional Intelligence Facilitator (MHS), Emergenetics and Certified Birkman Facilitator (Birkman Institute).

Client Feedback:

"What a journey we've been on together! It has been transformational- and I'll never forget you and our work. Yours will be one of the voices in my head guiding me onward and upward- in a healthy way!"

~ VP, Healthcare

"Brenda was my executive coach for over a year. I started working with Brenda after coming back from maternity leave and settling into my new role as a VP. The range of tactics and insights she provided were invaluable and made incredible differences in my working style as well as among my team members. I am forever grateful for her encouragement, honesty, patience and enthusiasm that allowed me to excel in areas I never knew possible. In addition, she helped me understand my core values as a leader and helped me shape my role in a very succinct and powerful way that has made impacts not only at work but in my personal life as well."

~ EVP, Marketing Agency

"Working with Brenda has changed my life! Her expertise, passion and energy are truly inspiring. Through various coaching exercises I gained valuable insight and more awareness to my leadership style. I worked through Emotional Intelligence, Leadership Profile and my defined my Goals and Vision. This provided me a newfound direction, confidence and clarity, which ultimately enhanced my value to my team and to my organization. I feel empowered with wisdom and gained a lifetime of experience through working with Brenda in only months."

~ VP of Sales



“ Al’s coaching approach is specifically designed to help executives effectively navigate their way through the complexities, challenges and adversities that go hand in hand with the demands of leadership. ”

Al Spicer, Psy.D, PCC

Al Spicer is a solution strategist, trusted confidant, experienced consultant and founder of Extraordinary Life, Inc. Al has helped numerous leaders and teams transform their leadership agility, effectiveness and personal and professional success. Al works most powerfully with those leaders who are dedicated to effectively navigating the often-turbulent waters at the intersection of their life, leadership, and legacy; it is life by design. They rarely settle for “good enough,” instead they embrace the journey and challenges that comes with living into extraordinary, with their life and leadership! They understand that achieving bottom line business results and a life of fulfillment is directly correlated with not only great business acumen, but a high EQ and needing to make challenging decisions every day.

Al’s coaching approach is specifically designed to help executives effectively navigate their way through the complexities, challenges and adversities that go hand in hand with the demands of leadership. His psychology background and years of business experience enables him to uncover and resolve core issues and challenges leaders face more accurately and quickly than they could alone. Clients appreciate his sharp thinking and intuitive approach that helps his clients discover new, innovative, and permanent solutions to long-standing challenges.

Al typically works with high potential to senior level leaders in various industries and businesses, including Fortune 500 companies, examples include: IBM, Oliver Wyman, Pfizer, Bank One, Simon Properties, Advocate Health Care, BP, American Dental Association, and ConAgra Foods, among others.

Al holds a doctoral degree in psychology specializing in interpersonal systems theory, and a bachelor’s degree in both psychology and communication. He is a professional certified coach (PCC) with advanced and specialized coaching skills as a graduate of both Coach University and The Coaches Training Institute. As a longstanding member of the International Coach Federation (ICF), he was a member of the executive board of the ICF Chicago Chapter for four years and served as the 2003 President.

Al Spicer bio (continued)

- » Al is a Wiley authorized partner of Everything DiSC products and is an expert trainer and coach of Everything DiSC based assessments, including the 5 Behaviors of Cohesive Team program. Al is a certified team coach, as well as a certified provider of the Leadership Circle Profile, a cutting edge and comprehensive 360 assessment tool based on multi-disciplinary research and leadership theory.
- » Personally, Al enjoys spending time with his amazing wife and two dynamic school-aged kids. He also sneaks out to play tennis and cycle in the summer and snowboarding, skiing, and paddle tennis in the winter. At home, he pursues interests in Spirituality, art, wine, food, cars, music, and audio.

Representative Coaching Programs:

- » High Impact Leader (Fortune 500 company): Coached a high impact leader on strategies for more effective communication to senior leaders, strengthened leadership presence, and building team productivity. Strategies emphasized results-driven outcomes and focus.
- » Executive Team Development: Coached senior team on effective communication between themselves and down the organization, including how to address team cohesion issues. Worked with them on strategies to address challenges between the CEO and President, and its impact organization wide.
- » Senior Leadership and Culture Development: Coached CEO of family owned business to significantly increase bottom line profitability and overall effectiveness. We targeted a range of areas to reignite his vision, passion and commitment to leading the business to a new era of success. Key topics included: effective leadership and communication strategies, more powerful decision-making, improved EQ and leadership presence, cultural alignment among employees, employee assessment and fit, and operations efficiency, among other areas.

Client Feedback:

"Al's coaching approach is specifically designed to help executives effectively navigate their way through the complexities, challenges and adversities that go hand in hand with the demands of leadership."



“ Her business experience has been invaluable in helping me to navigate through the corporate world. Her coaching style gets to the heart of the problem.” ”

Jackie S. Evans, MBA, ACC, CPCC, BCC

Jackie Evans understands what it takes to effectively lead an organization. She worked as a corporate leader in public, private and government sectors for over 20 years. Her experience comes from actually having “walked in your shoes” as a leader. She knows what it’s like to lead when the only thing constant is change. She gained extensive leadership experience working in all facets of a fortune 100 company.

Having worked in IBM’s Sales, Learning & Development and Federal Systems Divisions, she gained experience in management, consulting, coaching, technical training, technical sales, brand management and business development. It’s this combination of experiences that allows her to work effectively with leaders at all levels and to help them be more effective and impactful. She helps leaders handle real life situations they’re facing in the workplace. She provides practical, proven strategies to increase organizational and leadership effectiveness.

Jackie received her MBA at Rutgers University and is a graduate of the Advanced Management Program at Rutgers University. She also holds a Bachelor of Science in Math from Hampton University. Jackie also brings significant corporate coaching and mentoring experiences as an International Coach Federation Certified Coach. In addition to coaching IBM Executives, she has worked with corporations, law firms, healthcare companies, colleges, and government agencies. “Giving Back” is something that Jackie enjoys doing and often volunteers as a coach in the Kennesaw State University Executive MBA program.

Jackie’s credentials include:

- » International Coach Federation (ICF) certified coach
- » Center for Credentialing & Education Board certified coach (BCC)
- » Certified Professional Co-active Coach (CPCC)
- » Certified Facilitator – Leadership Strategies, Inc.
- » Certified Practitioner- MBTI and Firo-B assessments
- » Marshall Goldsmith Certified Coach
- » The Leadership Circle Certified Coach
- » Ken Blanchard Business Partner
- » IBM Sales School – IBM Management Training

Client Feedback:

"Jackie Evans unique ability to blend the academic with her extensive real-life experiences as a business leaders and coach is invaluable. Jackie prepared me for a crucial conversation with my manager. We brainstormed and looked at options to help me handle that crucial conversation. Her advice is practical and it works."

~ A. Reddick, VP, Strategy Consulting - Strategy Consulting Group

"Her business experience has been invaluable in helping me to navigate through the corporate world. Her coaching style gets to the heart of the problem. She is a change agent - worked with me to develop and strategy and plan of action to be more effective. And, she prepared me for a crucial conversation."

~ A. Willis, Burger King Executive



“ She is honest, willing to ask the tough questions, and places extreme value on ethics & integrity. ”

Wendy Boyer, MSS, CP

Throughout her 25-year career, Ms. Boyer's been an internal leader at Fortune 500 companies and an external facilitator and consultant from start-ups to publicly traded corporations. This unique experience allows her to appreciate the complexities of both perspectives when designing and delivering solutions that can survive within the day-to-day realities of organizations. With a 1,000 hours of 1:1 leadership coaching and 300+ team and department interventions, she facilitates with practical, application-based tools that challenge participants to assess the impact of their leadership purpose and habits. Career experience includes the mutual fund industry, call centers, tourism/customer service environments, technology start-ups and public-sector organizations.

In her corporate career, Ms. Boyer's roles focused on re-engaging the workforce and driving accountability during large-scale change. At one of the nation's largest investment firms, during the financial downturn of the early 2000's, she and her team were tasked with re-engaging the organization following unprecedented reductions in force (RIF's), from 3,000 to 1,000 employees. Her strategy included all-employee solutions and a 6-month leadership program that later earned the company "Learning Organization of the Year" through the American Society of Training and Development (ASTD). Ms. Boyer was brought into Western Union to engage over 2,000 employees within the Information Technology and Operations department as it transformed from reactive support function to strategic partner and company asset. Her solution included executive team strategy sessions, a yearly communication strategy and a world-wide webinar-based leadership series.

Ms. Boyer specializes in Leadership and Team Effectiveness and accelerating Employee Engagement. At TRUECar, Inc. she served as their leadership consultant and facilitator supporting their growth from a start-up to a publicly traded company. In 2014, Ms. Boyer and her colleague Tara Powers received HR.com's Leadership 500 Excellence award for their webinar-based 15-week Evolving Leader Virtual Program. Starting in 2015, Ms. Boyer partnered with seven of Central Oregon's largest public service organizations to create a "Core Leadership Series" (5-courses, cross-organization). It continues to be offered twice a year with growing success across the local community (300+ alumni and counting).

Wendy Boyer bio (Continued)

Outside the office, Ms. Boyer pursues a range of fun! She is an avid outdoorswoman enjoying hiking, skiing and triathlons to fund raise for local and national charities. She is also a certified Wilderness First Responder and children's book author.

Education:

- » University of Denver, Masters in Applied Communications & Advanced Study Certificate, Corporate Communications
- » Loyola Marymount University, BA, Communications
- » Certified Professional Coach through Coach Training Institute with credentials through ICF
- » Certified Franklin Covey's "7 Habits of Highly Effective People" Facilitator
- » Certified Myers Briggs Practitioner, DiSC Profile System Facilitator and Emergenetics Associate

Client Feedback

"Wendy inspires others to become a better version of themselves."

~ Coaching Client, Mutual Fund Industry Director

"What sets Wendy apart from other facilitators is her ability to facilitate sessions with little or no ego involvement. Her participants truly believe that it's all about them, and that her focus is on their learning. People get the sense that she is passionate about learning and fostering growth, regardless of personality, position, beliefs, interest level, baggage, etc. She inspires others to become a better version of themselves."

~ V.P. of Sales

"Wendy looks beyond surface level issues to assess the team's current state, past issues that have been unresolved and takes a complete "holistic" approach to solutions. She is honest, willing to ask the tough questions, and places extreme value on ethics & integrity."

~ V.P. of Organizational Development



“ **Beena is unequivocally the authority on both professional and personal development.** ”

Beena Kavalam, MBA, CPCC

Beena Kavalam is an executive coach, located in the Metro New York area, working with Powers Resource Center, a global executive coaching and training consultancy.

Beena partners with corporate executives to help them look strategically at their careers and in turn their work and their lives. She challenges them to shift their perspectives about leadership and success and co-designs a personalized career roadmap that elevates the executive's leadership for optimal impact.

With her 'Indian Jersey girl' direct and warm style of communication, Beena's clients often cite her ability to quickly get to the core of an issue as enabling much needed clarity, direction, and momentum for themselves and their teams. In addition, Beena's years of experience in management consulting and in brand management enable her to pivot in the moment from executive coach to corporate sounding board and strategic advisor and clients view this as a key competitive advantage.

Beena is the author of the forthcoming book *Gravitas: How Talented Workers Become High-Value Leaders*, and is a professional speaker, trainer and workshop leader.

Beena received an M.B.A. from NYU Stern School of Business and a B.A. in Biological Sciences from Rutgers University. She also has her Executive Coaching Certification from Coaches Training Institute (CTI) and is awaiting confirmation of an additional coaching certification, PCC, through the International Coaching Federation.

Beena started her career as a management consultant for Accenture and later worked as a brand manager on the Bayer Aspirin®, Flintstones™ Vitamins and International Delight® brands. Today, she coaches over 300 top millennial leaders and C-level executives around the country on the topics of mindset, communication and leadership.

Client Experience:

Beena has worked with clients across multiple industries including leaders at Accenture, Amazon, Bristol-Myers Squibb, Deloitte, Facebook, Johnson & Johnson, Merck, Microsoft, Netflix, P&G, Sandoz, Sanofi and Symantec and taught communication workshops at NYU Stern and UC Berkeley Haas Schools of Business.

Client Feedback

"As a professional coach, Beena is incredibly thorough and sharp when providing feedback. Many coaches tend to speak in generalities when it comes to area of improvement; this is not the case with Beena. At every interaction, Beena provides actionable, tactical steps and resources for her fellows to better prepare them in their professional development. This is a direct result of Beena's years of experience in multiple disciplines and routinely staying informed of industry trends and news. I would highly rate her abilities."

~ A. Reza

"Beena is unequivocally the authority on both professional and personal development. She has a keen understanding of human psychology, which is key in succeeding in today's tough employment market. Her knowledge in human behavior along with her credentials and experience enable her to provide her clients with the tools they need to succeed."

~ A. Kwong, Chief Counsel