



**Paula Winkler**  
COO, Co-Founding Partner, Coach

**Mobile:**

844.438.3477 x701

**E-mail:**

[Paula@thedisruptiveelement.com](mailto:Paula@thedisruptiveelement.com)



<https://www.linkedin.com/in/paulawinkler>

[https://twitter.com/tde\\_info](https://twitter.com/tde_info)

## Background

- Paula Winkler is an experienced Chief Operations Officer, Chief Information Officer, Management Consultant, Transformational Change Consultant, and an Executive Coach with over 30 years of experience.
- Paula has always fostered a passion for leadership and the development of others; both individuals and teams. Beginning as a leader of teams early in her career, leading to executive leadership of organizations.
- As a Management Consultant, Paula built a practice focused on the effectiveness of Leadership & Organizations, working with CEO's, CIO's and their teams to assess and transform teams to drive results.
- Paula began a coaching business, The People Business, and leverages her executive leadership and management consulting experience to help leaders foster talent, and develop accountable authentic leadership and build teams that rock!

## Education and Associations

- B. S., Computer Science & Mathematics – Stephens College
- Certified Professional Coactive Coach (CPCC)
- Certified International Coach Federation Coach (ACC)
- Certified Leadership Circle Profile Coach
- Certified Brain Based Coach – Neuroleadership Institute
- Certified ThoughtAction Results System Coach

## Relevant Experience

- **Executive Leadership:** Successful leadership of teams and organizations across multiple industries. Experience includes multiple functions covering Technology, Finance, Loyalty, Franchising, Sales, Marketing, Operations, and Start-Up.
- **Organization Development / Effectiveness:** Led organizational assessment and change efforts across numerous industries. Efforts included assessment model development, assessment facilitation and recommendations (culture, climate, people, skills, strategy), change management, communication strategy development, conflict resolution and change leadership.
- **Coaching:** Coaching certification through CTI, developed coaching business. Demonstrated coaching experience and effectiveness with executive leader, individual contributor, and team coaching. Approach and framework builds self-awareness in order to connect thoughts with actions enabling more desired results.
- **Management Consulting:** Developed and delivered executive and team level assessments to determine effectiveness, necessary change and led change efforts across multiple industries. Experience includes Board Level communication planning and delivery, change leadership, organizational planning and execution, role definition, clarity & accountability, and talent development planning.

## Key Skill Areas

STRATEGY	EXECUTION	INDUSTRIES
<ul style="list-style-type: none"><li>• Organizational Strategy Alignment &amp; Roadmaps</li><li>• Business/IT Strategy</li><li>• Organizational Planning</li><li>• Talent Assessment</li><li>• Professional Development Strategy</li></ul>	<ul style="list-style-type: none"><li>• Profit and Loss Experience</li><li>• Talent Development</li><li>• Relationship Management</li><li>• Outsourcing Sales &amp; Delivery</li><li>• Transformational Change</li><li>• Coaching</li><li>• Workshop Development and Delivery</li></ul>	<ul style="list-style-type: none"><li>• Healthcare</li><li>• Automotive</li><li>• Government</li><li>• Information Technology</li><li>• Financial</li><li>• Hospitality</li><li>• Medical Technology</li></ul>