

Susan Webber, PhD, PCC

PHILOSOPHY STATEMENT

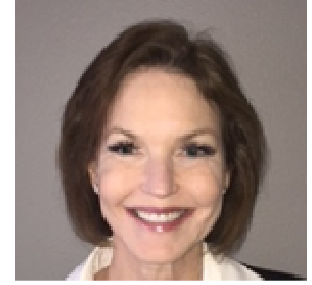
My coaching philosophy is captured in the following quote:

Leadership is lifting a person's vision to high sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitation.

- Peter Drucker

This quote gets to the core - leadership is measured by the positive impact you observe on the people you lead, and the results they produce. My executive experience has taught me to focus on results. My education, coaching credentials and experience allow me to help leaders achieve results.

Coaching is a partnership. It's about establishing leadership goals with joint commitment. It's about a trusted relationship where a leader's success is continually recognized. We know we have achieved success when you have earned recognition as a leader from the people you lead.



AREAS OF EXPERTISE/RESULTS

- Leadership Coaching
- Executive Coaching
- High-Potential Coaching
- High-Potential Leadership Development Programs

EXPERIENCE / SELECTED PROJECTS

- Twenty-five years of experience helping clients improve their leadership skills so their organizations flourish
- Provided executive and leadership coaching to clients in for-profit and non-profit organizations across multiple industries
- Created and led high-potential leadership development programs including 360-degree feedback, team climate assessment, a psychological profile (Hogan), and executive coaching resulting in leadership action plans
- Coached Concur Technologies' senior leadership team to build its high-performance culture – widely recognized as a key component of Concur's success

CREDENTIALS

- PhD in Psychology with an emphasis in Organization Development
- Chief Human Resource Officer, Delta Dental
- Vice President of Human Resources, Concur Technologies
- Vice President of Human Resources, VoteHere
- Vice President of Human Resources, Customer Support and Field Installation, Data I/O
- Certified Hudson Institute coach (CHIC) with an ICF coaching credential – PCC (Professional Certified Coach)
- Certified in numerous assessments such as Lominger Voices; Executive Dimensions; Conflict Dynamics Profile; MBTI Steps I, II, and III; Emotional and Social Competence Inventory, EQ in Action, BarOn Emotional Intelligence; and all of the Hogan Assessments.

SELECTED CLIENTS

- Northwest Center
- Bechtel
- Disney
- InterMountain Medical Center
- Thumbtack
- Technical Glass Products
- Northwest Construction
- Funding Circle
- Optimizely

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.