



AREAS OF EXPERTISE

Purposeful Strategic Leadership Development

+Transformational Change Coaching

SERVICES include

For Leaders: Lead Change, Be Change™
1:1 Executive Coaching & Assessments
CEO/Executive Advisory | Sounding Board

- **For Teams: Mirror Mirror Alignment™ Team/Board Assessments & Workshops | Customized Programs:**
- Conscious Strategic Leadership Styles™
- Energy Leadership™ Mindset | COR.E Leadership Dynamics Coaching
- Strategic Planning
- Influential Communication & Leadership
- Coaching for Performance
- Consultative Business Development

CAREER SUMMARY

- **Investment Advisor, Private Wealth Management Executive**, Multinational Financial Services Corporations
- **Business Owner**, Social Entrepreneur
- **Executive Director**, Non-Profit & Arts
- **University Educator**, Course Creator
- **Corporate Trainer** & Facilitator
- **Presenter**, Mentor, Award-Winning Speaker
- **Board of Governors**, Various Charities

TESTIMONALS

[Carolyn's facilitation] was tremendously beneficial ...to push to the surface what we were unable to collectively identify.... caring, insightful, assuring and supportive throughout ... and even after the process. -J.N., HR Director, BC

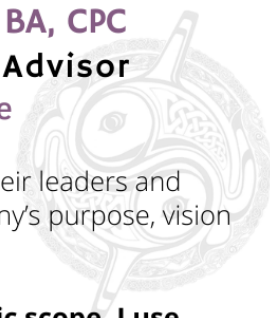
I've found my coaching with Carolyn to be not only productive but inspiring and cathartic ...she's able to spot patterns in my professional habits and help me conceive new ways of working toward my goals. - Dr. J.C., Senior Communications Advisor, AB

3 words to describe Carolyn... passionate, professional and prepared. I endorse Carolyn fully ... any organization who works with her will wonder, "What did we ever do without her!" Yes, she's that good. - D.J., HR & Organizational Development, ON

CAROLYN PHILLIPS-CUSSON MBA, BA, CPC

Your Chief Alignment Officer & Trusted Advisor

Aligning your Purpose, Strategy and People



I partner with forward thinking organizations to support their leaders and teams to build their capacity, align their people with their company's purpose, vision and strategy, and to successfully navigate change.

With multi-sector corporate experience and deep academic scope, I use leading-edge approaches and technologies that spark a culture of engagement, inclusiveness, and distributed, impactful leadership—one where everyone brings their whole self with steady energy to drive optimal performance and bottom-line results.

BENEFITS TO YOUR ORGANIZATION include:

- Actionable insights into the state of your organization through the lens of research-backed data and expertise that enables you to confidently create solid strategy that strengthens and aligns your teams and culture while moving through change.
- Creating an informed narrative and strategic initiatives around developing "hard skills" and "soft skills", such as emotional Intelligence, Equity Diversity & Inclusion—that link specifically to the corporate purpose, and align and energize your people.
- Empowering your workforce with tools, knowledge and competencies to create results that boost your organization's growth and reputation.
- Conscious, competent, "all in" leadership at all levels that pays dividends and sparks loyalty from your employees and stakeholders.
- Fulfilling your company's commitment to Do Good AND Do Well— attaining both your mission and margin objectives.

CEOs and EXECUTIVES Value our Programs because they:

- Benefit from "whole-self" coaching from the inside out—both on and in the business: strategic advice, mentorship, and tools of the trade.
- Get to explore their authentic leadership style, assess and leverage their strengths and identify and address their individual areas for growth.
- Renew/develop leadership with purpose, presence and impact that inspires and empowers their teams to perform in spite of external and internal challenges/barriers they may face.

TEAMS Value our Programs because they:

- Gain stronger connection with their coworkers, plus the understanding, skills and practical knowledge to build thriving, diverse and inclusive teams.
- Their voices are heard confidentially and anonymously, ensuring sound communication and psychological safety..
- Co-create a desirable work environment adding input to organizational direction, leading them to feel valued and supported.
- Perform their jobs better, with more clarity and guidance in a learning environment that places high value on self-development.

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Purposeful + Impactful LEADERS. Aligned + Performing TEAMS. Inclusive + Learning CULTURES.



CIBC Wood Gundy



United Way



DALE CARNEGIE® TRAINING

