



LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

Executive Coaching: When differences make a difference...Can you handle it? | Gregory Pennington, PhD | 4 CE's I | Central

Abstract: Differences matter. The question is whether we take time to intentionally process the potential impact of those differences on building relationships in executive coaching engagements. Research on implicit and explicit bias provide evidence for how the dynamics of categorizing others, and their influence on feelings, thoughts and actions impact the effectiveness of driving change in behavior and performance. Do you think you are accurately estimating the impact of differences ? Are you certain about what to do to help clients manage those differences? Are you clear about how your reactions to differences impact your effectiveness? Learn a simple framework. Apply a defined process. Practice some specific skills. Improve effectiveness managing differences to make a difference.



Gregory Pennington, PhD

Greg Pennington, Ph.D. is Managing Partner for Pennpoint Consulting Group (PC|G), a firm focused on increasing organization capacity and capability. PC|G provides executive coaching, team effectiveness, and leadership development programs and presentations to Fortune 500 companies and national professional associations.

Greg works to link individual and organizational strengths and development areas to specific business outcomes. While establishing himself as a trusted advisor, he provides insight into how the organization, the team, and the individual interact that results in measurable changes in behavior. Experienced with several assessment instruments and feedback tools, he focuses integrating input from a variety of sources to identify a few critical areas of focus for development. Always offered in context of the business, his success requires a partnership with several resources including senior business leaders

and human resources professionals. It also requires realistic goals that can be demonstrated with measurable evidence of achievement.

His coaching clients include partners, senior leaders, and high potentials in public accounting firms, financial services corporations, retail, consumer goods, communications and manufacturing organizations. His coaching engagements have focused on accelerating effectiveness and on new leader assimilations. PG|G's leadership development engagements include high potential and high performance programs, developing women leaders and increasing diversity and inclusion. His team effectiveness engagements include integrating senior teams post-mergers, driving sustainable high performing teams, and accelerating supervisor skills.

Greg holds a Ph.D. in Clinical Psychology from the University of North Carolina, Chapel Hill and a B.A. degree *cum laude* in Psychology and Social Relations from Harvard University. He is an active member of the American Psychological Association.

FEBRUARY 6-10 2019

THE WORTHINGTON RENAISSANCE FORT WORTH HOTEL

