



Susan Power, MBA, CHRL, PCC

Halifax, Nova Scotia, Canada

susan@powerupleadership.ca

Office: 902-487-2361

Mobile: 902-719-6662



Susan Power, CEO

Primary Coaching Location(s)

- USA-Southwest
- Canada
- USA-Northeast
- USA-Southeast

Languages

- English

Susan is Founder & CEO of PowerUp Leadership Inc, a boutique consulting advisory and coaching firm based in Halifax, Nova Scotia Canada. PowerUp Leadership specializes in building leadership capability with a talent management consulting lens. Susan's approach to coaching is relationship focused with the goal of supporting the client to achieve their goals. Susan's authentic style is approachable, direct, and warm. Susan is a Professional Certified Coach with the International Coaching Federation.

With 20 years of experience working with executives, Susan's approach to coaching is business oriented. Susan partners with coaching clients to solve their most difficult challenges. Susan's niche is partnering with C-Suite Executives, C-Suite Successor Candidates, Entrepreneurs, and Women in Executive positions. Bringing expertise in organizational transformation and change management, Susan has accelerated talent development with many Fortune 500 organizations. Susan's executive experience combined with her entrepreneurial small business success offer a refreshing perspective. Clients describe Susan's coaching style as "results focused".

AREAS OF EXPERTISE

Coaching

Action Learning Facilitation & Coaching; Career; CEO/Board Dynamics; Communication Skills; Executive Derailment; Executive Presence; Leadership Skills & Challenges; Onboarding/Transition Coaching; Outplacement Coaching; Performance-based Coaching; Presentation & Public Speaking; Self-awareness; Stress Management; Team Building; Team Coaching (intact teams); Team Dynamics; Virtual Teams; Women Leaders; Work/Life Balance

Other

Change Management; Employee Relations; Executive Assessment; Facilitation; Large Scale OD Interventions; Leadership Development; Organizational Assessment & Design; Succession Planning; Training; Workforce Planning

EXPERIENCE

Representative Client Organizations

T-Mobile, Chevron, Visa, Google, Facebook, Cienna, Intuit, Denso, Zwiift, Delbrook, Metropolitan Transit Commission, Optimum Talent, Covers; Employment Services & Social Development Canada; Time+Space; BetterUp; AceUp; Prosci ; Town of Truro; Meco Engineering; Stewart McKelvey; Trucking HR Canada



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Coachee Levels/Titles

CEO/President/Chairman level; CXO/Board Member/EVP level; SVP/MD level; VP/Director level

Functional Experience

Finance/Accounting; Human Resources; IT; Legal; Marketing; Operations; Risk Management; R&D; Sales

EDUCATION & TRAINING

Educational Background

University of Calgary, MBA (2004)

Assessment Instruments

DiSC; Entrepreneurial Performance Indicators (EPI); Hogan Personality Inventory; Leadership Agility 360; Personal Communication Styles Inventory (PCSI); Thomas-Kilmann Conflict Mode Instrument (TKI); LeaderAmp (360); Leadership Circle Profile (360); Korn Ferry Learning Agility, Predictive Index Assessment; Change Management Professional (Prosci Certified); Results Trained Coach (NeuroLeadership Institute); Leadership Coaching and Leadership Foundations (Western Ivey University); LeadershipCircle AssessmentCertified (Leadership Circle); • Predictive Index Analyst (Predictive Success)

COACHING EXAMPLES

Fortune 500 company Senior Leader at global telecommunications firm the United States was coached for sixmonths to equip him and his team to lead roll out of organizational transformation projects. Results included increased alignment ofkey messages and change management between cross functional stakeholders.

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Senior Director at global financial services firm was coaching for one year to integrate two teams into one required for digital center of excellence. Coaching around team development, mindset, and career developmentwere areas of focus to prepare him for his next promotion opportunity.

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New CEO - an Indigenous organization brought in a new leader who needed to forge new relationships with hisdirect reports and community leaders. Strategies for setting a clear direction and build alliances with the Boardand the community leaders were focused on during one-on-one coaching sessions.

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CEO Successor Readiness: a family business in the United States with 200+ employees identified the son as the successor for the business. Susan facilitated individual weekly coaching with the successor to identify challenges takingover a family business from the father.



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Leadership Alignment and Communication: the CEO and her Senior Management Team wanted to elevate their ability to engage in meaningful dialogue and difficult conversations with each other. Susan was engaged to coach the team 1:1 to set development goals to increase their leadership effectiveness and ability to communicate with each other. Leadership circle 360-degree assessments, Clifton 34 Strength Finder Assessment, and The Attentional and Interpersonal Style (TAIS) Assessment were engaged to identify development areas. The team achieved clarity on differences in communication styles and set a more intentional leadership style that tapped into their combined strengths.

Director of Talent at a US software company is a new mother and struggled with balancing work and home responsibilities. She was having challenges with self-care and stress management and looking to give herself permission to step-back from her role after-hours and focus on her family. Goals were set to support her in her work-life-balance goals, with progress made on goal attainment, and coaching continues bi-weekly with this coachee.

High Potential Directors and senior managers across government regional economic development organization participated in 1:1 executive coaching. Challenges spanned productivity, stress from pandemic, managing escalating workload to life coaching

SELECTED PRESENTATIONS & PUBLICATIONS

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| 2020 | <p>"Traditional Employment is Declining, While Gig Economy Shows Record Growth
https://www.thenloweadvisor.org/post/traditional-employment-is-declining-while-gig-economy-shows-record-growth"</p> <p><i>NLOWE Advisor</i>
Susan Power</p> |
| 2019 | <p>"The Future of Leadership - Coaching Emerging Leaders, https://powerupleadership.ca/wp-content/uploads/HR_Professional_April_2019_theFutureofLeadership_Coach_Emerging_Leaders.pdf"</p> <p><i>HR Professional</i>
Susan Power</p> |
| 2018 | <p>"Maximizing the ROI of Coaching and Training with Quality Curriculum Design,
https://powerupleadership.ca/wp-content/uploads/Quality-Management-Forum-Article_Jan_2019.pdf"</p> <p><i>The Quality Management Forum, ASQ</i>
Susan Power</p> |
| 2016 | <p>"How Company Culture Drives High Performance https://powerupleadership.ca/wp-content/uploads/How-Company-Culture-Drives-Performance.pdf"</p> <p><i>HR Professional</i>
Susan Power</p> |
| 2015 | <p>"Succession Planning Critical for Longevity of Oil
https://www.rigzone.com/news/oil_gas/a/139492/Succession_Planning_Critical_for_Longevity_of_Oil_Gas_Companies/?all=HG2"</p> <p><i>Rigzone</i>
Susan Power</p> |