



Colleen Gentry

Partner

Colleen is a Cambria master coach and the co-leader of Cambria's executive coaching practice. She works with C-suite executives and high-potential global leaders to help analyze and evolve their behavior as leaders and improve business results. In addition to executive coaching, Colleen also collaborates with Human Resources and Talent Management leaders to establish and implement strategic coaching initiatives and talent management strategies. Some of her specialties are internal coach development, onboarding for senior executives, executive coaching practice strategies, and organizational development (OD) interventions. Her industry experience spans financial services, federal government, manufacturing, professional services, and consumer products, among others. Colleen's proven approach is pragmatic and designed to support clients in the areas that yield the highest personal and organizational impact.

Background

Before joining Cambria, Colleen held the positions of SVP Executive Development, SVP Organizational and Executive Consulting, and SVP Organizational Initiatives at Wachovia Corporation (now Wells Fargo). While there, she led several OD and leadership development functions; spearheaded the design, development, and implementation of award-winning executive coaching practice; and led corporate-wide change management initiatives. Additionally, Colleen has directed many executive and leadership development functions with Fortune 200 organizations.

Education, Professional Activities

Colleen holds a BA from Michigan State University and an MA from the University of California at Berkeley. She is a graduate of the Newfield Network's Coaching for Professional and Personal Mastery Program. Colleen is certified in Hogan Assessments, the Leadership Agility® 360, MBTI, and several other tools and instruments. Some of her published writing and past speaking engagements include: "The ELP Internal Coaching Program at Wachovia Corporation" in Hunt and Weintraub's *The Coaching Organization* (Sage Publications, 2006); "Developing an Internal Coach Cadre" (International Coach Federation (ICF) annual conference 2007); "Managing Coaching Practices" (Society for Industrial & Organizational Psychology (SIOP) 2011 annual conference; Strategic Coaching: Designing and Implementing Executive Coaching Programs (OD Network Conference 2011); and "The Evolution of Coaching" and "Driving Leadership Impact through Executive Coaching: Current & Emerging Trends" (SIOP 2015 annual conference).