

## Kevin Nourse, Ph.D., PCC

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### Professional Summary

Seasoned organization development and certified coaching professional with a passion for creating resilient and sustainable leadership teams and organizations. Scholar-practitioner with a talent for integrating research with practical application. Over 20 years of experience in coaching, training, facilitation, and organizational development. Adept at building and sustaining strategic partnerships with clients. Demonstrated ability to teach as well as mentor students. Award-winning author.

### Selected Professional Accomplishments

#### Executive Coaching

- Coached a newly hired director in a financial services organization in the areas of influence, strategic thinking and leadership presence; client was ultimately promoted to vice president.
- Coached a team lead/physician at the FDA in the areas of emotional intelligence, self-management, and influence; client dramatically improved his relationships with subordinates and increased both the quality and efficiency of his team.
- Conducted a leadership assessment for a vice president in a financial services organization including self-assessment, 360 feedback interviews, report preparation, feedback meeting, developmental planning and supervisor engagement. Resulted in the client improving relationships with her critical stakeholders, becoming more willing to use assertive behavior with peers, and gaining greater influence with supervisor.

#### Leadership Development

- Conducted a performance analysis for front-line managers in a defense contracting organization in order to identify potential training needs; resulted in enhanced leadership support for a formal management training program.
- Delivered ten 2-day courses on influence skills to a major high tech organization, achieving an average satisfaction rating of 92%.
- Designed and facilitated a comprehensive year-long leadership development program for a large professional association; program resulted in 30% of participants volunteering for association leadership positions.

#### Organizational Development

- Facilitated the use of action research teams with a major port authority to improve collaboration and communication; resulted in enhanced employee involvement and enhanced alignment of human resources with the organizational strategic plan.
- Designed and facilitated a one-day management retreat for the CFO and 15 direct report managers in a Federal agency; collected data and engaged the management team in action planning; resulted in enhanced trust, ability to manage conflict, and greater collaboration.
- Designed and facilitated a management retreat for the CEO and 6 direct report executives in a large port authority including assessment, agenda design, feedback, action planning and follow-up coaching; resulted in greater team alignment with the strategic plan, improved communication skills, enhanced ability to manage conflict and greater collaboration.

## Employment History

### Nourse Leadership Strategies, Palm Springs, CA

- Founder and Principal (2001 – Present)

### Georgetown University, Washington, DC

- Adjunct Faculty, School of Continuing Studies, Leadership coaching certificate program (2012 – 2018)

### PricewaterhouseCoopers Consulting, Philadelphia, PA

- Associate HR Director, Internal Consulting/Special Projects (2000 – 2001)
- Associate HR Director, Career Management Center (2000)
- Manager, Career Management Center (1999)
- Manager, Employee Relations (1998 - 1999)
- Management Consultant (1996 - 1998)

### Disclosure, Bethesda, MD

- Manager, Client Training (1996)
- Instructional Designer (1994 - 1996)
- PC Trainer & Coordinator (1991 - 1994)

### Gannett Company, Inc., Arlington, VA

- Financial Analyst (1989 - 1991)
- Computer Programmer/Analyst (1987 – 1989)

### Christopher Newport University, Newport News, VA

- Computer Programmer/Analyst (1985 - 1987)

## Education, Research & Publications

- Ph.D. in Human and Organization Systems, Fielding Graduate University, 2009  
Dissertation focus: Thriving among middle managers during Hurricane Katrina
- MA in Organizational Systems, Fielding Graduate University, 2007
- MA in Human Resource Development, Marymount University, 1995
- BS in Information Science (cum laude), Christopher Newport University, 1985
- Strategic thinking mindsets and practices among seaport CEOs during the 2008-09 global economic crisis (2009)
- Co-Author of *Shift Into Thrive: Six Strategies for Women to Unlock the Power of Resiliency*

## Professional Organizations & Certifications

- American Psychological Association
- Center for Creative Leadership “Benchmarks” Certified
- International Coach Federation (ICF); Professional Certified Coach (PCC)
- Myers-Brigg Type Indicator (MBTI)

## Selected Client List

- Abbott Laboratories
- Arrowhead Regional Medical Center
- AstraZeneca
- Cedars-Sinai Medical Center
- Cisco Systems
- Eli Lilly & Company
- Federal Reserve Board of Governors
- National Institute of Health/National Cancer Institute
- Port of Los Angeles
- Texas Instruments
- The Nature Conservancy