



Carolyn R. Owens

Executive, Leadership Coach and Organizational Trainer

Overview/Background

An International Coach Federation, Master Certified Coach (MCC), I am an internationally recognized trainer, career strategist, leadership, and executive coach with over 5000 hours of coaching experience. I work with clients to raise their self-awareness so they can achieve greater communication, interaction, and engagement with their clients, students, and teams as well as in their personal relationships. I have extensive experience working in diversity and inclusion with a deep compassion for individuals with disabilities and reasonable accommodations.

I served in the United States Navy, for over 24 years, retiring as a Navy Commander. During my military career, I served as Director of Human Capital Management, of an organization of over 4,800 civilians, military and contract personnel. My favorite assignment was serving as a Professor in the Department of Command Leadership and Management at the United States Army War College.

Upon retirement from military service, I decided to turn the roles I loved most during my military career, coach, and mentor, into a second full-time professional career. With many years of experience in Human Capital Management/Human Resources, I have become a leading authority on leadership and professional development and have worked with and trained top leaders across the globe at the intersection of life and professional career choices. I have coached team members in private sector, academia, and government agencies to include SYSCO, American Express, The Department of Justice, Office of Women's Health, Centers for Medicare and Medicaid Services (CMS), Nigerian Government Officials, Assistant Secretary for Financial Resources (ASFR), Program Support Center (PSC), USDA, and more with excellent feedback. I have served as a coach with the George Mason Leadership Legacy Program since 2022.

Coaching Philosophy/Approach

We are all leaders, regardless of what level you may be at in your organization. Leadership is about how we interact and engage with others. Coaching assist with helping you identify who you authentically want to be as a leader.

The coaching relationship between myself as the coach and with the coachee is a partnership. It is a journey of self-discovery focused on a particular area in your personal or professional life, such as communication, interpersonal relationships, decision making, self-confidence - anywhere you may be seeking to change or create something different. Coaching offers the opportunity to explore in a safe, non-judgmental environment.

Honoring confidentiality and respecting individuals I work with is key to the coaching partnership as I have been entrusted to navigate through challenging moments and decisions that can shape one's future. As we explore, I ask questions that allow you to think through ideas and thoughts that may be holding you back or impacting your confidence so you can gain clarity on how you can make shifts in your life leading to growth, greater career satisfaction, joy or happiness.

Specialization/ Focus Areas

I frequently coach clients on various areas of professional and personal development. Some of the most common focus areas include but are not limited to:

Executive Presence	Strategic Thinking
Leadership Development	Critical Thinking/Problem Solving
Emotional Intelligence	Generational Differences
Diversity, Equity, Inclusion and Accessibility	Military Transition
Communication	Organizational Development
Team Building	

Credentials and Education

- ICF certification level MCC
- Relevant degrees MA in Human Resources and Organizational Development
- Graduate of Naval War College
- HRCI Senior Professional in Human Resources (SPHR)
- SHRM Senior Certified Professional in Human Resources
- Culturally Intelligent Coach (CQ)
- Certified Mentor Coach (CMC)
- Energy Leadership Index Master Practitioner (ELI-MP)
- Emotional Intelligence (EQi)
- AI Powered Coach
- Professional Career Coach (CPCC)
- Federal Career Coach (CFCC) and Federal Job Search Trainer (CFJST)
- Certified Rapid Employment Master Coach
- Certified Executive/Life Coach (CPC)
- University of South Florida Muma College of Business Diversity, Equity and Inclusion in the Workplace Certificate
- Certified Veterans in the Workplace
- Social Media Career Strategist