



# Robinson Coaching Group

Creators of the PersonPuzzle®

## ELLEN ROBINSON, Managing Principal



*"I have found Ellen's leadership coaching to be a tremendous benefit both to me personally and to my organization. She has helped me grow, learn and expand my skills in ways that I did not know were possible. "*

*~Client*

I am an Executive Coach working with individual professionals and teams of leaders in a range of industries to achieve meaningful business and personal outcomes. My methodologies are integrally-based, working with the *whole person in developmental ways*. Formerly, as a Pepsi Cola executive/general manager and entrepreneur, I have a successful track record of leadership. With significant experience in building high performing teams, coaching/mentoring talent, and driving change, I love working with people!

*In my coaching practice*, clients engage me to:

- ❖ Work with senior executives, one-to-one, supporting them in leading and living in a highly effective and satisfying way
- ❖ Work with high-impact individuals or small teams of professionals with leadership and strategic responsibilities to accelerate their maturation as leaders
- ❖ Improve team effectiveness. I work with newly formed, growing and established teams, addressing change, leadership, and overall organizational effectiveness. I assess effectiveness gaps and help to install proven methodologies and norms that create strong teams and a thriving culture
- ❖ Improve communication, interpersonal, problem solving, conflict management, feedback, accountability, and other skills. This may be between partners, within teams, with external constituents and more

*In my coaching approach*, I use a range of methods with the intention of working with the client as a "whole person." A sample of these include:

- ❖ The Leadership Circle and Leadership Culture Profiles – advanced 360-degree leadership development surveys (method certified)
- ❖ The Enneagram – a personality-type system that deepens self-awareness, focuses individual development, and improves interpersonal and team dynamics
- ❖ Institute for Generative Leadership and Coaching Excellence in Organizations – Leadership and team development methodologies (certification ongoing)
- ❖ Leadership Maturity Profile (MAP) - scientifically validated assessment based on adult development theory (certification in process)
- ❖ Non-Violent Communication (NVC) – personal and professional communication skills and conflict management
- ❖ The PersonPuzzle® - Evidence-based coaching method to enhance coaching outcomes for clients

### EDUCATION AND COACH CERTIFICATION

B.S.E in Finance and Marketing from The Wharton School, University of Pennsylvania

Certified Professional Coach, New Ventures West

Associate Certified Coach, International Coach Federation

### Sample Clients:

Encicon, JNS Design, Pinnacol Assurance, City and County of Denver, The Nature Conservancy, Saunders Construction, L.O.V.E Restaurants, Rackspace, and Denver Public Schools



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## PROFESSIONAL EXPERIENCE

### THE PERSONPUZZLE® COMPANY

2019-Current

#### Founder/CEO

- The PersonPuzzle Company is a new, coaching solutions business, offering coaches The PersonPuzzle coaching process as well as on-line classes to integrate PersonPuzzle into any and all coaching engagements

### ROBINSON COACHING GROUP

2007-Current

#### Founder/CEO

- Professional services practice working with clients to transform organizational capacity in order to thrive in increasingly complex business environments
- Executive and leadership coaching (one-to-one) for sustainable success in both entrepreneurial and established companies
- Serving clients across industry, non-profit and public sectors

### EVENTCONNEX, INC.

Founder/CEO

1999 - 2001

- Founder of technology venture to develop and sell enterprise software targeting the corporate meetings and events industry. Software featured significantly improved workflow process for distributed team using Software as a Service technology/business model

### ASCENT SPORTS, INC.

President

1996-1998

#### (Owners, Denver Nuggets/Colorado Avalanche)

- Drove Denver Nuggets (NBA), and Colorado Avalanche (NHL) franchises' revenues +30% to over \$100 million through strategic pricing efforts, developing/negotiating corporate partnerships and negotiating TV and radio media rights agreements
- Significantly improved organization's morale and effectiveness through vision development and communication, aggressive process improvement, and successfully recruiting top quality senior management

### PEPSI-COLA, INC.

1988-1996

#### General Manager: Pepsi Cola Bottling Company of Denver

#### Vice President Customer Development: Great West Division

- Veteran of the highly competitive "cola wars." Consistently promoted to positions of increased responsibility resulting in full P&L responsibility running the third largest bottling operation in the country (\$150 million sales, 700 employees)
- Negotiated and closed multi-million dollar naming rights deal for Pepsi Center

## SAMPLE COMMUNITY SERVICE /AWARDS/PROFESSIONAL AFFILIATIONS

Metropolitan State University of Denver, Board of Trustees, Chair-Finance Committee	2007-2014
Young Presidents Organization/World Presidents Organization	1997-2016
Forty Under Forty award winner	2000
Outstanding Women in Business award winner	2001