



ANNE HOULE

Anne Houle is a senior career and talent management professional with over 25 years of experience in Human Resources, specializing in performance management, leadership development, and learning. Her expertise spans talent acquisition, onboarding, career pathing, assessments, skill gap analysis, and continuous career management. Drawing on her deep HR experience, she brings a practical, real-world perspective to her career coaching with individuals in transition. Anne has partnered with hundreds of clients—from senior leaders to individual contributors—helping them gain clarity on their direction, articulate their goals, and successfully navigate their next career steps. She has worked internally in both public and private organizations, as well as externally as a consultant to Fortune 500 companies, nonprofits, and small businesses, supporting them in achieving and exceeding organizational objectives.

Anne's coaching style is collaborative, strategic, and outcomes-focused. She works with clients to define clear goals, align on specific outcomes, and follow through with accountability. Known for being patient and genuinely caring, she emphasizes leveraging each client's strengths to support an effective and confident job search. She believes in empowering individuals to "learn how to fish," equipping them with the tools to manage their careers long after coaching ends. Anne challenges assumptions and expands her clients' thinking in a direct yet empathetic and supportive way. She has particular expertise working with individuals exploring new career directions or making complete career changes, helping them connect the dots, see possibilities, and move forward with purpose.

Expertise

- Personality Assessments
- Résumé Preparation
- The Art of Networking
- Targeted Marketing Plans
- Interviewing Role-Plays
- Negotiating
- Onboarding

Experience

- Over a 10-year period, facilitated the career management and transition process for hundreds of candidates in the Hospitality, Financial Services, Technology, Not-for-Profit, Advertising, and Media industries.
- Designed, developed, and delivered numerous career management workshops on all phases of the job search process.
- Facilitated job search work teams with a focus on accountability through metrics tracking.



Anne Houle (continued)

Education

M.B.A. Candidate, Management, University of Connecticut

M.A., Counseling Psychology, California Institute of Integral Studies

Numerous certifications, including:

Life Styles Inventory™

Situational Leadership II®

Appreciating Differences® Diversity Training

Franklyn Covey's Time Management

StrengthsFinder's®

Myers Briggs Type Indicator®

360 Assessments

Hogan Assessments

DiSC®

Social Styles™

Professional Affiliations

Association for Talent Development

People Strategy Collective

