



## ANNE HOULE

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Anne Houle is a senior career and talent management professional with over 20 years of experience in human resources with expertise in coaching candidates on their career journeys. She has worked with hundreds of candidates and has deep expertise in all phases of the career management process. As a HR professional, she has worked for organizations as a regular full-time employee as well as on the consulting side for Fortune 500 organizations, not-for-profits, and small businesses helping her clients achieve and exceed their company goals.

Anne is recognized for her ability to have an impact upon her career coaching work with clients and foster their professional growth. She takes a caring and empathic approach to partnering with the candidate for specific outcomes and follow up. Anne challenges her candidates' thinking and assumptions in a direct but supportive style. She believes in empowering the candidate so that they can 'learn how to fish' and hone those skills so that they can manage their career no matter what transpires in the future. Particular strengths include developing candidates in improved behavior and communication skills through various interventions such as active listening, self/other awareness, reframing, role playing, and behavior modeling. Anne knows the importance of working to the strategic plan and aligning the candidate.

### Expertise

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

### Experience

- Designed, developed, and delivered career management seminars and one-to-one coaching to professionals at all levels and across all functional areas in the Telecommunications and Financial Services industries.
- Facilitated the career management and transition process for hundreds of clients, junior through senior levels, across Financial Services, Hospitality, Technology, Not-for-Profit, Advertising, and Media industries.

### Education

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

*Numerous certifications, including:*

- Life Styles Inventory
- Situational Leadership II
- Diversity Training
- Franklyn Covey's Time Management

StrengthsFinder

Myers Briggs Type Indicator

360 Assessments

Hogan Assessments

DISC

Social Styles

### Memberships

Member, Association of Talent Development

Society of Human Resources Management (SHRM)

New York HR Planning Society

