

# Prudence A. Cole

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## LEADERSHIP SUCCESS COACH

With over thirty years of leadership experience in IT, automotive, government and volunteer organizations, I am keenly aware of the positive results within an organization from outstanding leadership. As a seasoned executive-turned-coach, I am recognized for my:

**Leadership Knowledge**  
**Business Acumen and Experience**  
**Communication Style and Listening Skills**  
**Professional and Personal Insight**  
**Care and Commitment to People**  
**Vision and Strategic Focus**  
**Client-Focused Advice**

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### REPUTATION

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I co-authored the book, *Finding Power, Passion and Joy Being at Work, A Unique Coaching System for Becoming Your Own Mentor and Leader*. It features the coaching concept I developed. I have been a contributor to The Detroit News regarding careers and job search. I was selected by the leadership of the Detroit Chamber of Commerce to serve as an Ambassador and elected the Vice President of the Grosse Pointe Library Foundation. I participated in the establishment of a multi-church sponsored job search network and support group. I was selected a finalist in NAWBO Top Ten Michigan Business Woman and a nominee for Crain's Women To Watch. I currently serve as the Vice Chairman for The Helm Board of Directors.

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### WORK EXPERIENCE

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#### **being@work Inc**, Grosse Pointe, MI

*Coaching and consulting firm specializing in leadership and career development*

##### **Founder and President**

Operate as a sole proprietor responsible for the management, growth and delivery of coaching practice. Created key coaching models for career advancement and growth, performance improvement, leadership development, new executive on-boarding or assimilation into the leadership culture, and the critical transition to retirement. Developed creative interventions for rapid understanding and change in leadership behaviors. Deliver coaching to both secular as well as religious leaders.

#### **Luftig & Warren**, Southfield, MI

*Consulting firm focused on improved business results through cutting-edge technologies in the area of management technology*

##### **Consultant**

Responsible for the development and delivery of a new consulting model to reinvent marketing position and identify new business opportunities. Worked directly with clients to create and deliver strategic leadership workshops.

#### **Hugh Anderson Associates**, Troy, MI

*Outplacement, career and executive/leadership consulting services firm*

##### **Senior Vice-President**

Joined firm to identify and develop a marketing niche in outplacement work. Created exit strategy for the company founder. Produced marketing plans, worked with outplacement clients and analyzed new

product opportunities.

**EDS, Plano, TX & Detroit, MI**

*A technology services company specializing in outsourcing, consulting and business improvement. Now an HP company.*

**Strategic Unit Director, Leadership Development**

Responsible for leadership development for company worldwide. Spearheaded major initiative to transform the organization through leadership team development. Utilized concepts of learning organization, personal mastery, mental models, shared vision, team learning and systems thinking to support the change. Personally coached senior executives in self-discovery of behaviors inhibiting organization and personal growth. Facilitated dialogue around entrenched corporate issues.

**Project Champion, GM Account North America**

Project Leadership for major reengineering effort to redesign the delivery of services to GM organizations. This project, deemed a critical initiative to the future success of the organization and customer relations, impacted 10,000+ employees and over \$1 billion in annual revenue to EDS.

**Division Manager, People Systems Division**

Leadership responsibility for \$100 million in revenue and over 450 IT professionals who developed, enhanced and maintained human resource systems for the customer, General Motors. In addition, identified new business opportunities which included the creation of a new business, the Pension Administration Center supporting pension administration, determination for over 500,000 retirees and issuing pension payments. The new facility generated over \$20 million in new revenue.

**Account Manager, Public Affairs Staff**

Established the EDS account to support the GM Public Affairs Staff, developing all aspects of a new business operation such as staff hiring/development, creating/negotiating service contracts, building customer relationships, establishing financial/accounting practices, and locating facilities.

**General Motors Corporation, Detroit, MI**

*Major automotive manufacturer*

**Supervisor Office Systems, Environmental Activities Staff**

Facilitated and ultimately managed installation of the first major office systems implementation in General Motors. Actively involved in vendor selection and relationship. Elected vendor users group officer.

**Senior Analyst**

Served in a variety of roles within the government relations activity including legislative analysis and reporting and provided support to lobbying activities. Worked extensively with environmental and anti-trust issues. Was identified as an SEIT (Salaried Executive in Training) and selected by the corporation to attend an executive development program at Smith College.

**US Federal Trade Commission, Cleveland, OH**

*The nation's consumer protection agency collects and investigates complaints about companies and business practices.*

**Consumer Affairs Investigator**

Investigated consumer fraud and assisted in the prosecution of cases

**Detroit Public School System, Detroit, MI**

*Michigan's largest school system serving close to 1 million students*

**Home Economics Teacher, Pasteur Elementary School**

Taught life skills to 5<sup>th</sup> & 6<sup>th</sup> graders.

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**EDUCATION**

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**Ashland Theological Seminary, Ashland OH**

Master of Arts –Theology

**Leading Learning Communities**

Coaching Certification

**Smith College, Northampton, MA**

Advanced Management Program

**Wayne State University, Detroit MI**

Master of Arts – Consumer Affairs

Bachelor of Science – Education

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**AFFILIATIONS, Present and Past**

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The Helm - Vice Chairman

Grosse Pointe Library Board - Treasurer

Grosse Pointe Library Foundation - Vice-President

Detroit Chamber of Commerce - Ambassador

EarthWalk Community - Treasurer & Secretary

Henry Ford Health System - Health & Sciences Board Trustee

Midwest SOL - Treasurer