

Carolyn Feuille, M.S., M.A.

Diversity is what sets people apart. Yet it's also what can bring us together for unsurpassed productivity and results. Carolyn Feuille has helped make it happen in numerous companies around the world. As a coach, training consultant, and organization development practitioner, she is committed to pluralism and intercultural effectiveness. And she brings that knowledge and expertise to global managers —whether American or foreign-born. Her important work with these global leaders has enabled them to develop and enhance the leadership and communication skills necessary for effectively conducting business across borders and engaging multicultural teams to collaborate. She enjoys coaching and training clients to gain new perspectives so they can take appropriate action to leverage higher levels of performance.



Along with being a certified global leadership and career coach, Carolyn is a master trainer. She has designed and conducted corporate training courses ranging from leadership skills and advanced communication skills, to internal quality system auditing, to train-the-trainer. Due to her consulting experience in high-tech organizations, she applies a deep understanding of fast-paced, results-driven corporate environments and challenges to her projects. Clients who work with Carolyn receive objective feedback, discover fresh perspectives, and make measurable, achievable plans to meet their goals. She helps her clients turn knowledge and awareness into practical, effective action.

Carolyn received her M.S. degree from Golden Gate University in HR Management/Organization Development and an M.A. degree in Teaching English as a Foreign Language from UCLA. She is also a graduate of Corporate CoachU International. She is certified in several psychometric instruments such as FiroB and Cultural Orientations Indicator, and is the co-author of Polaris® Global Leadership 360° Assessment in which she certifies global coaches. She speaks French fluently and earned the Diplôme Supérieur de Français des Affaires granted by the Chamber of Commerce and Industry of Paris.

Key Highlights:

- Provided coaching to a manager in a public utility to successfully run a campaign to get promoted to the level of director. Our coaching enabled him to learn how to navigate the organizational politics and gain needed support from key stakeholders to reach his goal.

- Coached a newly appointed director of Southeast Asia operations for an oil corporation on a very challenging assignment in Ho Chi Minh City, Vietnam prior to his departure. Two months later he credited the coaching as “a first-class job” for helping him successfully adapt his leadership style to lead a Vietnamese staff and operation and adjust to living in a completely different culture.
- Co-developed and delivered an award-winning cultural diversity training program for over 250 manufacturing employees in a pharmaceutical subsidiary of Johnson & Johnson. The program was credited by management with contributing to expanded teamwork, higher levels of collaboration, and lowering the rate of re-work.
- Coached the two owners of a small advertising & media firm during a high growth phase. The company’s structure and systems had to be revamped to keep up with the business expansion. The coaching enabled the owners to improve the employee hiring process, find dependable suppliers, and do strategic planning to prevent constant emergencies. The owners learned to focus on leading their people, manage the growth and have some balance in their lives.

Companies I've Worked With (and Years With Each Company):

Sample coaching-related contracts:

- LSI Logic 1990-1991 & 2005-2006
- JDS Uniphase 2000-2001
- City of Palo Alto 2001
- Neochange 2002
- Aventis Crop Science 2002
- UNOCAL 2003-2004
- Nokia 2003 and 2006
- Impax Laboratories 2003
- San Jose State Univ. 2003-2005 & 2007
- Shepell-FGI 2003-2009
- Infinera 2004
- Cadence Design Systems 2004
- Carl Zeiss-Meditec 2006
- Satmetrix 2006
- Solectron/Flextronics 2006-2007
- Johns Hopkins Intern'l. 2007
- A Simple Theory 2008
- Almond Board of Calif. 2009 & 2011
- SAP 2010-present

- DOW Corning 2010
- Genentech-Roche 2010-present
- Valin Corporation 2011
- Johnson & Johnson 2011-present
- Heineken USA 2013

Geographies I've Worked In:

USA
 France
 Italy
 Spain
 England
 Japan
 Canada
 Colombia

Leader Positions I've Coached:

- Team Leader, Supervisor, Middle Management, Director, VP, Sr. VP

Business/Talent Challenges I've Helped Leaders Solve:

- Communication/Interpersonal Skills
- Marketing Presentations
- Coaching and Developing Others
- Effective leadership and global leadership
- Leading a Multicultural Team
- Collaboration Skills for Cross-Functional Teams
- Time Management/ Setting Priorities
- Leading International Meetings
- Facilitating international tele-conferences
- Developing a Global Mindset for expatriate managers around the globe
- Business Process Improvement – for hiring and technical cross-functional processes
- Executive Team Building
- Self-Directed Multicultural Team Development to improve productivity, communication and reduce manufacturing costs
- Leading a small business in expansion phase
- Doing Business in the USA for foreign entrepreneurs in Silicon Valley
- Getting a Promotion in a highly political work environment

Leadership Experience:

- Carolyn is currently serving in her 4th year as co-leader of the Expatriate-Intercultural Community of Practice for the International Coach Federation (ICF) and has quadrupled the number of member coaches worldwide. In 2012 she served on the Board of the Sacramento chapter of the ICF.
- She served on the Governing Council of the Society for Intercultural Education, Training and Research (SIETAR) and co-founded the Northern California chapter in the early 1990's.
- She promotes international peace and economic development through her participation in RESULTS, an international citizens' lobby for ending poverty and improving the lives of children. She led the Berkeley chapter for three years and grew the membership. She co-organized two media conferences for UNICEF, which had national TV coverage and featured San Francisco Mayor Diane Feinstein and Senator Barbara Boxer.
- Carolyn co-created the *Polaris Global Leadership 360° Assessment Survey and Competency Model* for measuring global leadership effectiveness and certifies global coaches to use it.
- Carolyn directed a study-abroad program of American university students in an Ecole Supérieure de Commerce (elite business school) in Rouen, France and initiated improvements in the program, which helped it expand.
- Carolyn served as adjunct faculty at the University of California Berkeley Extension, where she developed and conducted a course in business writing for five years and instructed teachers of English from other countries in new language teaching methodologies.