

Stanlee Phelps, MSW

Stanlee Phelps has served as a key executive in global professional service firms for over 20 years and has distinguished herself in doing Executive Assessment and Coaching with senior executives. She has worked in a wide variety of industries in the public and private sectors, including Fortune 500 companies. Representative clients have been in industries such as engineering/software, biotech, finance, manufacturing, healthcare, hospitality, auto, aerospace, entertainment and publishing.



Stanlee is a Master Coach as well as mentor for other coaches working on the most challenging assignments. Her coaching style encompasses a strong focus on helping executives and teams meet strategic business goals, while building confidence, emotional intelligence and executive presence.

She earned a B.A. in the Behavioral Sciences from the University of Southwestern Louisiana and earned a M.S.W. in Psychiatric Social Work from Louisiana State University. She is certified in an extensive suite of assessments and is a Master Facilitator for Management Research Group.

Key Highlights:

- Directed a team of 12 SVP's, representing different business units, and their EVP in negotiating the most critical strategic leadership practices they would need going forward for the next 2-3 years, with an emphasis on how they could work synergistically across their varied functions.
- Facilitated the assimilation of a European President/CEO of a global manufacturing company into his first United States based position leading a team of all American senior executives.
- Worked with the highest ranking EVP of a large financial corporation (being considered as a possible candidate for eventual succession as Vice Chairman/COO) to help her increase her leadership capability and executive presence.
- Partnered with Human Resource professionals in a cross cultural Japanese based manufacturing company in implementing a leadership development program to train their leaders in having coaching conversations with their direct reports.
- Improved the leadership and interpersonal skills of a highly valued, technically astute VP in a major aerospace company, helping him to develop others through effective talent assessment, communication, delegation, and performance management.

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

- RMA Consulting 1988-1990
 - Pacific Life Insurance 1988-1990
 - Alcon Labs 1998-1990
- Lee Hecht Harrison, Inc. 1990-Present
 - AT&T Wireless 1999-2000
 - Boyd Gaming 2002-Present
 - Broadcom 2007-2009
 - Catalina Marketing 2009-Present
 - Citibank 2005-2007
 - Deloitte 2006-2009
 - Disney 2005-2006
 - Freedom Communications 2000-2010
 - Interstate Electronics 1999-2001
 - IPC Hospitalist 2009-Present
 - James Hardie Building Products
 - Mattel Toys 2002-Present
 - Pacific Sunwear 2007-2009
 - Parker Aerospace 2006-Present
 - QSC Audio 2005-2009
 - Raytheon 2005-2008
 - Taco Bell 2003-2008
 - Thales Avionics 2004-2007
 - Time Warner 2005-2006
 - Toyota Motor Sales 2001-2007
 - Union Bank 2006-Present
- Corporate Balance Concepts (independent contractor) 2007-Present
 - Ernst & Young 2007-Present
- Phelps Consulting 2009-Present
 - DJO Global 2009-Present

Geographies I've Worked In:

- USA
- Europe: UK, France, Germany
- Latin America
- Australia
- Japan
- Malaysia

Leader Positions I've Coached:

- Manager, Director, Regional Director
- VP, SVP, EVP
- C-Suite executives, President/CEO

Business/Talent Challenges I've Helped Leaders Solve:

- Teaching leaders coaching conversation skills and strategic leadership practices
- Building high performance teams that balance productivity with positivity
- Developing Assertive Communication Skills to replace aggressive and/or passive communication behaviors
- Leadership Development of high potential leaders
- Talent assessment, Delegation skills and Performance Management
- Conflict resolution between Manager and Direct Reports
- Navigating corporate culture politics and developing effective business savvy
- Assimilation and on-boarding of new leaders
- Managing change after re-organizations and changes in business cycles

Leadership Experience:

- Senior Vice President/Vice President - individual contributor at Senior level
- Senior Master Coach – led coaching development process and coach certification world-wide
- Master Facilitator – trained and certified individuals and groups in required assessments
- Project Leadership – directed the development and delivery of online e-learning products