

*Francine Campone, Ed.D., MCC
1150 Vine Street, #902
Denver, Colorado 80206*

I specialize in coaching professionals to stretch into the requirements and expectations of executive leadership. Since 2001, I have coached men and women in corporate, education and nonprofit sectors, with extensive experience in helping women executives find their voice and become strategic leaders. I have coached leaders in acquiring the skills to clearly articulate vision; generate engagement and commitment; facilitate change within organizations and to communicate clearly and effectively. My work with teams includes helping members adjust to new organizational structures and to work together effectively. Specific communication coaching has helped leaders change from confrontational to collaborative styles and to learn how to effectively hold difficult conversations and give effective performance feedback. Previous clients include leaders in Xerox Corporation, Rio Tinto, Earth Share, NetAid, CASA and the Calvert and Kellogg Foundations.

Recent Professional Experience

Coaching and Consulting 1998-present

Providing individual and team coaching, leadership development, personal and effectiveness coaching to senior management and executives in corporate, education and nonprofit sectors. Conducting assessments and providing comprehensive feedback profiles. Training and workshop programs on conflict resolution and effective communication in the workplace. Consultant to Executive Forum in the development of a coaching skills training program for HR personnel; Consultant to the National Association of Elementary School Principals and Nova Southeastern University in the development of a national principal mentor certification program; consultant to The Brande Foundation/Breakthrough Enterprises in the development of coach training and outreach programs for education leaders; consultant to The Institute of Life Coach Training- coaching exam/certification process; consultant to The Foundation of Coaching in the development of a coaching research repository

Faculty Positions 2003-present

Fielding University, Evidence-Based Coaching Certificate Program 2007-present.
Director of the Evidence-Based Coaching Program (graduate-level) . Overall program coordination and faculty development and evaluation; oversee face to face training; coordinate syllabi for year-long coaching certificate program; each courses in evidence-based coaching; develop and conduct incoming student and alumni surveys.

University of Texas at Dallas, Graduate School of Management 2005-present member of the founding faculty in coaching certificate program. Developed and teach Research Practices for Coaches; teach Evidence-Based Coaching course; developed and teach continuing education course in Using Case Study

Northcentral University- Department of Organizational Leadership- Summer 2004-December 2009

Taught doctoral courses in Organizational and Educational Leadership, Leader as Coach, Conflict Resolution; member of dissertation committees in Department of Organizational Leadership

South Dakota State University, Department of Counseling and Human Resource Development - Spring 2003- Spring 2004

Taught masters level course in Student Development

Previous Professional Experiences

South Dakota School of Mines and Technology

November 1993 – June 2001

Associate Dean of Students

Interim Vice-President for Student Affairs

Provided leadership and supervision nine units within the department as well as departmental planning and budget in consultation with Vice-President. Additional responsibilities included management of campus judicial affairs and crisis planning and intervention; needs and program assessments; retention programming; outreach to tribal colleges.

New York City Technical College

Brooklyn, New York 11201

October 1973- November 1993

Administration, Counseling, Faculty

Responsibilities included: department planning and budget (Student Affairs); direct supervision of counseling, Student Support Services, student life, judicial affairs, crisis planning and intervention, student health, retention programming; supervision of university development office including grants, public relations and development activities; adjunct lecturer in the Department of Writing and Speech

Education

1992 Ed.D. Higher and Adult Education- Teachers' College, Columbia University, NY

1979 M.S. Special Education/Learning Disabilities- Wagner College, Staten Island, NY

1976 M.A. English Literature- New York University, New York New York

Training

- Coach Training – licensed Intercept Coach (March 2008); Coach Training from Falling Awake (1995-1997); Interdevelopmental Coaching (Fall 2004, Winter 2005); International Coach Federation accredited programs; ICF Research Community (monthly conference calls, continuing education)
- Crucial Conversations Trainer Training- February 2005
- Facilitating Sustained Dialogue on Racism- The Kettering Foundation, Dr. Hal Saunders (2000-2001)
- Restorative Justice/Victim-Offender Mediation- University of Minnesota, Dr. Mark Umbreit (1998 and 2000)
- National Public Issues Forum Facilitation- The Chiesman Foundation for Democracy (1998)
- Constructive Living Instructor Training- Todo Institute, Vermont (1995)

Certifications/Licenses

- Professional Coach Certification (ICF); MCC
- Certified Member Association for Coaching
- licensed Intercept Coach
- certified in Crucial Conversations
- qualified to administer various assessments including: MBTI, FIRO-B and MSCEIT, Bar-On EQ 360

Recent Publications and Presentations

Life's thumbprint: The impact of life experiences on coaches and their coaching. With Deepa Awal, co-author. (in press, 2012) Coaching: An International Journal of Theory, Research and Practice.

The Reflective Coaching Practitioner Model. In Supervision in Coaching: Supervision, Ethics and Continuous Professional Development. J.Passmore (ed.) Kagan.

Current Research on Coaching. In The Knowledge Based Coaching Handbook. L. Wildflower and D. Brennan, (eds.), 2011 Jossey-Bass Business & Management Series.

From Uh-Oh to Aha! Using Critical Incidents in Coaching. Presented at the International Coach Federation Conference, 2008, St. Louis, Missouri

Connecting the Dots: Coaching Research from the Past into the Future. Presented at the European Coaching Conference, June 2008, Geneva, Switzerland.

Connecting the Dots: Coaching Research Past, Present and Future. In *The Philosophy and Practice of Coaching*. D. Drake, D. Brennan and K. Gortz (eds.) 2008. John Wiley & Sons

Relational Flow: A Theoretical Model for the Intuitive Dance. Paper and presentation (with 4 co-authors) at the 2005 International Coach Federation Research Symposium, San Jose, California.

Riding the Waves: A Quantum Framework for Coaching Research. White paper. Proceedings of the 2005 International Coach Federation Research Symposium.

Co-editor of the Proceedings of the 2006, 2005 and 2004 International Coach Federation Research Symposia.

Professional Associations and Memberships

The International Coaching Federation, Research and Development Committee;
 Credentialing and Program Accreditation Committee; Research Committee
ICF Research Symposium 2005, 2006 Leadership Teams; host- Research Special Interest
 Group, 2004-2008
Graduate School Association of Executive Coaching (member, Board of Directors)
International Association of Coaches
The Association of Coaching
American Educational Research Association