



Gaylen Smith-Osborn

VP TALENT MANAGEMENT & EXECUTIVE COACH

Gaylen is a high-energy presenter, coach, and leader who quickly builds rapport in face-to-face and virtual relationships while guiding individuals and groups to deep levels of commitment and effectiveness. She has in-depth experience developing teams and leaders and taking projects from conception through delivery rapidly and efficiently.

Discerning, direct, and dedicated are three words used to describe Gaylen in her coaching role. As a Birkman certified professional, Gaylen's commitment to helping individuals develop self-awareness is foundational to her coaching approach. Throughout the coaching relationship, Gaylen and the candidate work together to determine strategic direction and actionable behaviors to maximize performance. When asked what she loves about coaching, Gaylen says, "I love seeing a client move to an empowered position, even amid many challenges. I love that the coaching relationship is customized to meet the unique preferences and needs of the individual and that we work towards an outcome that is meaningful and impactful for the individual and the organization."

In addition to her work with Progression Partners, Gaylen works with the Center for Management and Organization Effectiveness (CMOE) as a consultant and facilitator. Previously, she served as the Vice President for Talent Development at LPL Financial, where she worked closely with other leadership team members to create a talent development vision and strategy for 3,500 employees. Gaylen has served numerous companies to improve leadership excellence with proven results, such as DBM/Thomson Learning, the City of San Diego, Hewlett-Packard (HP), and the San Diego Padres.

Over her career, Gaylen has designed and led professional development offerings for departments, teams, and individual employees on diverse topics such as managing change, communication skills, presentation skills, and project management and is certified to deliver over 15 different training programs. Gaylen has served as a leader, coach, and consultant and is an expert facilitator and trainer, able to seamlessly integrate core adult-learning principles and customize her delivery according to the needs of the client and the demands of the programs she facilitates. She is skilled in both virtual and face-to-face delivery methods.

Gaylen has a degree in Industrial/Organizational Psychology and Professional Certification in Human Resource Training and Development from San Diego State University.



619-454-5100



gaylen@progressionpartners.net



www.progressionpartners.net



[linkedin.com/in/gaylensmithosborn](https://www.linkedin.com/in/gaylensmithosborn)

