



Susan Odell, M.A. – Senior Associate

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Susan Odell has had a multifaceted 25-year consulting career that contributes to her ability to provide leadership effectiveness coaching to executives in a variety of industries. Susan serves as a confidential sounding board and advisor to CEOs and senior managers. She also coaches high potential leaders and those moving into new roles in their organization. Susan is known for her ability to provide important insight as well as concrete action plans for clients to accomplish their goals. This work includes utilizing a variety of self-assessments, 360 assessments and ongoing individualized coaching.

Susan's combined education and experience allows her to provide coaching expertise that is both practical and impactful. Her understanding of the dynamics of individual psychology as well as the impact of organizational politics results in clients making choices and changes that address their own needs as well as those of the organization. Susan knows how people tick and business's function. Her goal is for both people and businesses to be successful. Susan's clients consistently describe her as insightful, nonjudgmental, challenging and incredibly honest.

Business Experience

Susan started her own consulting company in the early 1990s with a focus on providing executive coaching and management development programs to both individual and corporate clients. One of Susan's largest projects was to design and deliver a comprehensive management training program for a Fortune 300 company. She delivered this program in the US, Europe, Scotland, Asia, Australia and the United Arab Emirates. Companies in the oil and gas industry are still utilizing this program today.

Previously, Susan was a Partner with King, Chapman and Broussard, an executive outplacement and management consulting company in Houston, Texas. Early in her career, she managed the Houston outplacement business where she managed the largest outplacement project delivered by KCB. Susan consulted with corporate CEO's and management teams to provide executive coaching and development, planned reductions in force, and outplacement programs. Susan not only delivered, but designed projects that were tailored to meet each client's unique challenges.

Education

- Master of Arts. University of Houston at Clear Lake City
- Bachelor of Arts, University of Texas, with honors.
- Postgraduate courses In Depth Psychology, Pacifica Graduate Institute.

Certifications

- Lominger Leadership Architect 360
- Birkman Personality Assessment
- Myers Briggs Type Indicator
- Professional development courses include:
 - Integral Coaching (James Flaherty), Masterful Coaching (Robert Hargrove), Learning Organizations (Peter Senge), Transformational Technologies (Werner Erhard), Enneagram at Work (Ginger Lapid-Bogda), and Mindfulness Training (Dan Siegel).