



**Francine Gordon, Ph.D.** is an organization consultant and executive coach who helps improve the effectiveness of clients by sharpening their interpersonal and organizational skills. Her special interests include enhancing creativity in individuals and organizations and facilitating the development and advancement of women executives. A recovering perfectionist, she also helps professionals who have self-limiting beliefs and unrealistically high standards find ways to free themselves to achieve their full potential. In addition to her regular work, Francine delivers workshops in Japan on strategy and innovation. She also manages an annual seminar for Fulbright scholars.

#### **PROFESSIONAL EXPERTISE/SERVICES**

Before starting her own business, Francine spent 5+ years with Boston Consulting Group (BCG) as the global knowledge expert on Human Resources issues. Clients included Global 500 companies in high technology, finance, biotechnology, industrial goods, and pharmaceuticals in North America, Europe and Asia.

She began her professional life as assistant professor of Organization Behavior at Stanford Graduate School of Business, one of the first two women on the faculty. While there, she co-edited Bringing Women into Management (McGraw-Hill).

Her experience includes 8 years with Tandem Computers, much of it with UB Networks, a subsidiary where she was Director of HR. Before Tandem, Dr. Gordon held director level positions in human resources and marketing within Pacific Bell (now, AT&T). She also served as General Manager of California Actors Theatre, a fully professional (i.e., Actors Equity) repertory theater.

#### **RECENT ASSIGNMENTS**

- Kuraray (major Japanese company) - workshop on Innovation for international executives
- Cisco- workshops on influence without authority, tapping group genius
- Brocade- developed workshop on Millenials (designed to be taught by others)
- IPValue- created job structures/career paths for all professional staff (MBA's and Ph.Ds)
- Co-developed and co- delivered Stanford Continuing Studies class on Managing Virtual Global
- Managed local chapter of Alliance of Technology & Women; succeeded in finding way to continue operations after national organization folded

#### **EDUCATION AND PROFESSIONAL AFFILIATIONS**

- Ph.D.- Organizational Behavior Yale University
- M.A. - Organizational Behavior Yale University
- B.A.- Vassar College (Summa Cum Laude/Phi Beta Kappa)
- Qualified in Myers Briggs Type Indicator
- Enneagram in Business
- Certified Integral Coach
- Member: Society of Consulting Psychologists (part of American Psychological Association)

#### **CONTACT INFORMATION**

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