



Pfeiffer Partner Program

Gena Cox, PhD

Dr. Gena Cox is an industrial/organizational psychologist who is an expert in human behavior at work. She is the founder of Human Capital Resource Center a consulting business in Tampa, Florida and has helped business leaders solve talent management issues for over 20 years. She is known for bringing a pragmatic approach to solving the challenges of human interaction at work.

Professional Expertise/Services

Dr. Cox' consulting focuses on helping organizations develop leaders who can execute their desired business strategy while also achieving and promoting high standards of ethics and civility.

Dr. Cox is an expert in executive bench strength assessment and development, executive coaching, management and leadership development, testing and assessment, human performance measurement, workplace culture, and enhancing the diversity of leadership teams.

Professional Activities (Current & Past)

- Society for Industrial/Organizational Psychology (**SIOP**),
- American Psychological Association (**APA**),
- International Coach Federation (**ICF**),
- Association for Corporate Growth (**ACG**),
- Society for Human Resources Management (**SHRM**)
- USF Stavros Center for Free Enterprise & Economic Education,
- National alumni board of the University of South Florida,
- Board, St. Petersburg Area Chamber of Commerce

Recent Assignments - Examples below

- National Internet retailer – Worked with leadership team whose co-CEOs had become antagonistic toward one another. These antagonisms threatened to destroy the company they had built over decades. Coached each co-leader individually and coached them as a dyad resulting in improved relations between the two and reduced tension and conflict within the overall company leadership team.
- Global relationship management company – Head of Product marketing: Assisted highly directive leader in developing behaviors to enhance the quality of his peer relationships so he could have more allies as he built his career towards goal of Chief Technology Officer,
- Global financial services firm – Worked with business unit head whose senior leadership team had become dysfunctional because of his autocratic and domineering style. Worked with entire team to rebuild relationships and develop shared rules of engagement for their future success,
- Global bio-pharmaceutical manufacturing company – Coached head of product quality whose interpersonal style, strongly influenced by cultural considerations, was interfering with her leadership impact and credibility,
- National retailer – Confidential advisor to senior attorney making transition to business unit lead.



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Education and Professional Affiliations

- PhD., Industrial/Organizational Psychology, University of South Florida
- Qualified to use a variety of personality assessment tools including:
 - Hogan Personality Inventory, California Psychological Inventory, Myers Briggs Type Indicator (MBTI) ®
- Qualified to use a variety of 360-degree assessment tools including:
 - CCL Benchmarks ®, CCL Skillscope
 - MRG's LEA
 - Other regularly used assessments: FIRO-B, Conflict Dynamics Profile ®

Contact Information

Human Capital Resource Center

8870 N Himes Ave., #204, Tampa, FL 33614

Tel / Fax: 727.656.5135 / 727.214.9037 • Email: genacox@humancapitalresources.com

Website: www.humancapitalresources.com