

JULIE POLAND BIOGRAPHY**JULIE POLAND**

Julie has served as a coach to executives and teams since 1990, with clients in more than 30 industries in South Central Pennsylvania and across the U.S. Prior to joining Gravitas Impact, her previous clients ranged from divisions of international corporations to small businesses.

She knows that companies who implement the Four Decisions® framework have better cash flow, higher profits, and increased business valuation. As important, their CEOs are free to pursue personal goals & community activities.

Julie's specialties include building teamwork, accountability, and healthy company culture, and flawless and focused execution. She injects humor, likes to get teams fired up and waxes inspirational at times because people are more engaged when you disarm them.

She lives with her two daughters, both adopted from China, which inspires her interest in adoption and issues of diversity. Julie is a self-professed reading addict, both work-related and as a member of a fiction book club. Inspired by her mother to return to college at age 53, her focus is to encourage her own daughters to choose a path where they can contribute to society and build a satisfying life for themselves.

Executive Summary

Julie Poland is a strategic advisor and coach to entrepreneurial CEOs. As a principal and certified growth coach she partners with motivated business owners who see the wisdom in investing in the development of leadership, solid work. Before starting her coaching practice, she was a regional bank VP and Product Development Manager. The majority of her time was invested in consumer banking - lending, area management, and consumer asset product development.

Industry Specialties

- Consumer banking – lending and area management
- Consumer asset product development
- Entrepreneurship

Coaching Specialties

- Women CEOs - dealing with two full-time jobs
- Create greater productivity in cross-functional teams
- Leading teams through process analysis and reinvention with cycle time reduction
- One-on-one coaching in crossroads situations

Specific Expertise

- Group facilitation
- Design and implementation of experiential learning
- Social media marketing
- Employee engagement and communication

Current

- CEO, Principal and Certified Business Coach, Summit HRD
- Certified Four Decisions® Business Growth Coach
- The SCORE Association - National Field Ops Advisory and Marketing Advisory Councils
- The Heart and Stroke Association - York Board of Directors, Leadership Development Committee

Past

- The SCORE Association - District Director (2015-17), Chapter Chair (2013-15)
- First Church of the Brethren - Board Chair, Child Development Center (105 enrolled)
- CoreStates Financial (now Wells Fargo) – VP Product Development.
- Dauphin Deposit Bank (M&T), commercial loans
- S. Grumbacher & Son - retail sales promotion

Education

- BA Speech and Mass Communication – Magna Cum Laude, Towson University -
- Honors graduate, PA Bankers Association School of Banking
- Certified Business Coach - Resource Associates Coaching Academy
- Certified TQM Facilitator - Total Quality Institute