

## Katherine Gilliland, ACC

### Professional Summary



Katherine Gilliland is a Business and Executive Coach with over 20 years' experience as a coach, Change Management consultant and Human Resources executive.

Throughout her career, Katherine has focused on improving business performance through individuals' performance. She believes that removing barriers and providing targeted support helps people be – and achieve – their best. Moving into coaching was a natural progression for her career – now, she is focused on helping individuals remove their own barriers.

Katherine helps her clientele find their own leadership voice and increase their positive influence. Her clients include people who are new to an organization and its culture, have been newly promoted, are seeking a change in their current professional role, or who simply desire to increase their effectiveness and flourish in their role. Katherine coaches people in a variety of industries, including clients employed at Red Hat, Cisco and Apple.

Katherine started her career with Accenture (then Andersen Consulting) first as a computer programmer and then as a Change Management consultant; she continued her Change Management consulting with The Structure Group. In these roles, she worked for a variety of clients in the utilities, consumer products, and financial industries, integrating strategic and technology-driven change. She left the management consulting business to join a family-owned wholesale wine distributor to establish and run their Human Resources department. In that role, Katherine oversaw all traditional Human Resources roles (compliance, benefits, performance management, etc.) and established employee engagement and executive team communication processes. After considering the common threads throughout her career, she decided to focus on business coaching, facilitation and consulting for individuals, groups and teams.

Katherine graduated from the University of North Carolina at Chapel Hill as a Phi Beta Kappa with a double major in English and Psychology. She received her coaching training from North Carolina State University and inviteCHANGE coaching school. She provides coaching services through Katherine Gilliland Coaching and Consulting LLC, Tilt 365, and inviteCHANGE and provides pro bono coaching through The Honor Foundation and Leadership North Carolina.

#### Areas of Expertise

Leadership Development & Coaching  
Executive Coaching  
Change Management Consulting  
Organizational Design  
Strategic Consulting  
Facilitation  
Project and Program Management

#### Industry Experience

Management Consulting  
Energy/Utilities  
Financial Services  
Technology  
Consumer Goods  
Wholesale Distribution  
Family Owned Businesses  
Non-Profit Organizations  
Start-ups  
Public Education

#### Functional Experience

Executive Leadership  
Information Technology  
Human Resources  
Performance Management  
Business Process Improvement  
Training Development  
Communications Management  
Customer Relations

#### Certifications & Assessments

ICF Associate Certified Coach (ACC)  
Tilt 365 Master Practitioner:  
Tilt 365 Positive Influence Predictor  
Tilt 365 True Tilt Professional Profile  
Tilt 365 Team Culture Profile  
Tilt 365 Team Agility Predictor  
Tiltology  
Tilt Change Agent  
Myers Briggs Type Indicator  
DiSC

#### Education

BA – University of North Carolina at Chapel Hill  
Double Major: English & Psychology

Business Coaching Certificate  
North Carolina State University