



# MIKE GELLMAN

## CLOSING THE EXPERIENCE GAP

**Mobilize & Accelerate Talent Through  
Coaching, Mentoring and Training  
Your Business Leaders & Employees**



**HIGHFIVE**  
CAREER COACHING

Mike Gellman spent the past 11 years in a Fortune 500 company as an organizational consultant and career coach - overseeing talent management and succession planning. Mike facilitated teambuilding, conflict resolution, process improvement and change management. Mike successfully works with executives, business owners, and employees to help facilitate succession planning, high potential leader development programs, and employee engagement and organizational change efforts.

Mike also created a nationally-recognized, award-winning mentorship program for the Association for Talent Development (formerly ASTD San Diego) that has been running strong since 2000. Mike is an adjunct instructor in interpersonal communication for Brandman University in Irvine, CA.

Mike is an ACC certified coach with a Master's degree in Industrial/Organizational Psychology from Springfield College. He also authored **Pipe Dreams: 7 Pipelines of Career Success**, which is available on **Amazon.com**. Mike is available to speak to: Business Owners & Executives, Corporate Leaders & Employees, Professional Men's & Women's Groups, Students, and Professional & Olympic Athletes.

### Testimonial

I met Mike while searching for my next career step. Mike listened to my questions and answered with probing questions which helped me look for answers where I hadn't looked before. I've since made a large career move, remaining true to what motivates me, but into semi-uncharted territory. I'm glad I did.

**David Conway, Owner**  
(Clank Free Software)

### Clients Include:



FAMILIES FORWARD  
DIGNITY. EMPOWERMENT. HOPE.

SoCalGas • San Diego Gas & Electric

### Testimonial

I was challenged with interpersonal conflicts among some of my staff members, which had an adverse effect on overall department morale. Mike was assigned to troubleshoot and evaluate problem areas, then design and execute a plan for resolution. The results came to fruition and we were 100% satisfied. That success came in large part due to Mike's remarkable talents, great communication skills and patience. We still model the basic elements of Mike's resolution plan as our day-to-day best practices interpersonal communication standard.

**Carl Villarreal, Claims Liability Management Manager**  
(San Diego Gas & Electric)

### Testimonial

Mike is a consummate professional and passionate catalyst for personal and professional development. Mike's effectiveness goes beyond his technical expertise as a coach and organizational development professional. He works from the heart. In my experiences with Mike, trust and integrity are the foundations of how he engages clients.

**Jimmie Cho, Senior Vice President**  
(The Gas Company)



AVOIDS CHALLENGES  
GETS DEFENSIVE OR GIVES UP  
EASILY  
SEES WORK AS FRUITLESS OR  
WORTHLESS  
IGNORES NEGATIVE FEEDBACK

EMBRACES CHALLENGES  
PERSISTS IN FACE OF SETBACKS  
SEES EFFORT AS PATH TO MASTERY  
LEARNS FROM CRITICISM



## Seminars for Leaders

The Survey Says: Employee Engagement Strategies that Improve Attraction, Retention, & Team Performance

Are Your High Potentials Developing Fast Enough? Addressing the Experience-Talent Gap Between Retiring Boomers & Eager Millennials

Mobilizing Your Talent Pool: Creating a Coaching & Mentoring Ecosystem

## Seminars for Employees

Your Personal Brand @ Work: Leveraging the Power of Relationships & Influence

Remodeling Your Career: Navigating Fear & Resistance to Change during Construction

What's On Your Mind? The Hidden Key to Sustainable Career Success

Pipe Dreams Career Workshop

Job Search Mastery: Mastering the Resume & Interview Process

For additional information on each topic, visit [MikeGellman.com](http://MikeGellman.com)

Gallup polls show that only 33% of the U.S. employees are actively engaged at work.

87% of Millennials rate “professional or career growth and development opportunities” as important to them in a job yet only 39% strongly agree they have learned something new in the past 30 days that they can use to do their job better (Gallup, 2017).

**How can this trend be reversed, resulting in companies becoming productive and profitable while employees become more satisfied and committed to their jobs?**