

Career Directions Staff

Masters and Doctorate-Prepared Consultants

Career Directions works as a team with each client, drawing upon our collective expertise in a wide range of professional disciplines.

David Gruner, MSW, Principal, has continually been at the cutting edge of career management since founding Career Directions in 1979. He has served as a consultant to over 200 organizations in business, health care, education, and government. His primary interests are leadership coaching, emotional intelligence assessment, competency profiling and assessment, and career development.

David has been certified as a Personal and Professional Coach by the Coaches Training Institute of San Rafael, CA. This institute is recognized as one of the most comprehensive and rigorous training programs for coaches. David has also completed all of the Institute's advanced level coaching courses.

He is the first Career Management Practitioner in Michigan certified by the Institute of Career Certification International (ICC International).

David is the Michigan partner of Career Partners International, an international affiliation of 30 partner career management firms in North America, Latin America, Europe, Australia, and Asia. This is one of the world's largest, independently owned, innovative career management firms providing management services to over 150 cities worldwide.

David earned his MSW at the University of Michigan and his BA in Economics at Brandeis University.

Terence McGinn, MBS, Ph.D., Senior Consultant, has worked in corporate human resources management as well as the non-profit sector. His consulting expertise includes workforce management, leadership development and change management.

Using various assessments and coaching techniques, Terry has worked with senior leaders, both individually and in teams, to help them optimize their own effectiveness and the success of their organizations.

He is also experienced in executive/management selection, particularly competency-based interviewing and assessment centers.

Terry has been involved in various research projects and has designed and conducted major survey research through the University of Michigan, including grant-sponsored work for his doctoral dissertation in organizational innovation.

He has a strong background as an educator, from teaching at the University of Michigan to curriculum design and classroom instruction in corporate settings.

Terry has a wealth of management experience, with over 22 years background in profit and nonprofit sectors, and has worked with Career Directions since 1991.

Terry earned an MBA at the University of Michigan Business School and a Ph.D. at the University of Michigan School of Education.



Career Directions
Career Management
and
Leadership Coaching

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Gretchen Gruner, MA, Consultant, has extensive experience in assessment and a wide range of test instruments including the Myers-Briggs Type Indicator. She specializes in applying these instruments to career counseling and development. Her particular interests include personal and career coaching and women's career issues. She has an MA in Guidance & Counseling from the University of Michigan and a BA in Education from Michigan State University. She has 17 years career counseling experience.

Colin Horn, Ph.D., Organizational Psychologist, has 17 years consulting and counseling experience in leadership development, team-building, and organizational transformation. He speaks four languages and has extensive international experience. He earned his Ph.D. in Psychology from the University of Michigan.

Sybil Gale, BA, Retirement Consultant, is a nationally recognized pioneer in retirement planning. She was the first Director of Retirement Planning for American Express, and a member of the Advisory Panel on Retirement Policy for the U.S. Government. Ms. Gale is listed in "Who's Who of American Women" and received a BA in Education from Boston University.

Therese Stanton, MA, Consultant, has 23 years experience in counseling (with individuals from a broad range of market sectors), training, organizational development and technical writing. Therese has lectured nationally on women's issues and consistently is recognized with teaching awards as a faculty member at the University of Michigan. She is trained as a Personal and Professional Coach by the Coaches Training Institute of San Rafael, CA. Therese earned her BA in English at Smith College, and has worked with Career Directions since 2000.

Stephen Nose, BS, specializes in executive coaching, assessments, and outplacement services. Stephen's work with clients is informed by his extensive experience as an information systems executive and consultant. His work has taken him into the fields of biotechnology, finance, higher education, consumer packaged-goods manufacturing, retail franchising, and environmental graphic design. Stephen's approach is client-centered, values-oriented, and holistic. He trained as an executive coach with the Coaches Training Institute and holds a BS from the University of Michigan. He joined Career Directions in 2003.

SUPPORT STAFF

Tricia Benner, Office Manager-Executive Assistant, is responsible for office administration and project coordination. She holds a BA from Truman State University and has previous experience in Human Resources.

Barbara Griffin, Administrative Assistant, focuses on research projects and also provides marketing and administrative support. She was previously a customer service representative. Barb has a BA from Mount Holyoke College.

Nanette Watson, Scoring Specialist and Finance Coordinator, is responsible for the scoring and profiling of all diagnostic materials, and designs 360° feedback assessment templates. Nan attended Washtenaw Community College and has over 15 years of experience. She is also responsible for all financial coordination of Career Directions.

Linda Weller, Administrative Assistant, has experience in office administration for over 20 years with a variety of office management skills and abilities in assisting staff in day-to-day office procedures and activities

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