



About Paul

Paul Bruno is a *Subject Matter Resource* for **The Blake Leath Group** ("TBLG") — a dynamic research, curriculum development and intellectual property *greenhouse* that grows leaders and shapes cultures. Paul is a consultant, life coach, facilitator, and author with a distinguished record designing and delivering performance management training programs, coaching clients through effective career and life transitions, and presenting focused presentations to many clients over the past 15 years.

Paul has published a variety of presentations, training seminars, and workbooks including *Results Based Selection* and *Performance Based Appraising*. Three additional publications (*Living in Gratitude: Creating Your Own Stimulus Package*, *Career Pathing: Matching the Right Work to the Right Time in Your Life*, and *Transitioning to New Destinations: Accepting and Preparing for Life's New Chapters*) serve as cornerstones for coaching interventions that focus on developing leadership attitudes and skills enabling individuals to achieve their professional and personal goals.

Paul has designed and implemented a wide range of organization development interventions for more than 7,000 individuals in a variety of market settings. A selected client listing includes the Walt Disney Corporation, Lockheed Martin, The Harkins Development Corporation, Rollins College, CED/CONCORD Mgt. Ltd., Skanska Corporation, JCB Construction, Orlando Utility Commission,

Tampa Bay Water Agency, Flowers Foods, and the Florida cities of Oviedo, Kissimmee, Sanford, Key West, and Orlando.

Paul's former employers in his diverse career included Pacific Telephone & Telegraph, the Xerox Corporation, and ADI-Wilson Learning.

Paul earned his Bachelor of Arts degree in *Political Science & International Relations* from Occidental College. He is a graduate of the Newfield Network's *Coaching for Professional and Personal Mastery* program and is the founder and President of **REFocus, Inc.**, a full service Performance Management training and presentation firm located in Charlotte, North Carolina.

Paul has held senior consultant positions with Rollins College and the Spherion Corporation and has served as an adjunct professor and Chairman of the Business Advisory Committee for the Center for High-Tech Training for Individuals with Disabilities at Valencia Community College. He also is a Toastmaster and the co-founder of the Palisades-Lake Wylie Mastermind Team located in Charlotte, North Carolina.

Paul has been happily married for 43 years to (the Reverend) Suzanne Bruno and is the proud father of Michael (40) and Kim (37). A long distance runner since 1977, Paul has logged over 18,000 miles on pavement and dirt roads all around the world.

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