

CAROL MASE M.A., D.V.M., M.Sc.

Cairn Consulting, LLC • 2419 Sugar Bottom Rd • Furlong, PA 18925 • (215) 262-6666 • carol@cairnllc.com

Dr. Mase is a results-oriented professional with 25 years of business experience. Backed by an extensive education in medical and social sciences, she has worked successfully as an entrepreneur, a global marketing executive in two pharmaceutical companies, and an organizational consultant and coach. She is an internationally experienced leader, living and working overseas to develop global business strategy with local executives from North America, Europe, and Japan. She designed and led a corporate-wide restructuring of the strategic scenario-building process and acted as a Thought Partner for Senior Executives during implementation. Recently, she provided multi-level coaching during the redesign of a consumer marketing division; working vertically within the organization to ensure alignment at all levels during the change effort. This layered coaching process, executive, group leaders, team leaders, and teams, produced effective and sustained results.

COACHING PHILOSOPHY

Dr. Mase applies a living systems approach to coaching based on her MA in Human Ecology/ Interpersonal Relations. This process combines psychology, education, and biology to produce a unique coaching experience. She believes that Self-Awareness precedes change and her coaching programs are tailored to each individual, their goals, and the specific challenges of their position within the organization. Her philosophy has generated a unique leadership program based on empathy, compassion, and trust. Coaching Teams, with their leaders, as living-systems is Dr. Mases's particular passion.

CAIRN CONSULTING PROGRAMS

Dr. Mase brings the “new sciences” of complexity, neuroscience, and living-systems to business and leadership; producing resilience and sustainable results. She approaches Organizations as Organisms creating unique offerings such as: EmPassioned™ Leadership, NeuroIntegrated™ Coaching, Emergent Teams, Situational Thinking, 4Quadrant Management, and Metamorphic Change. Programs emphasize collective thinking, metaphor and dialogue to produce promise-based results.

CAREER CONTRIBUTIONS

- Coaching transformation for a high performing team as they evolved into a Community of Practice.
- Dialogue facilitator for an international network of young leaders undertaking a two-year learning journey.
- Thought Partner with Senior VP during business unit redesign. Coach for Team Leaders and teams through implementation of new organizational structure and functions.
- Applied systems analysis to uncover operational problems for a consumer marketing group. Coached the internal team as they re-created their relationships with internal partners and external vendors.
- Coached three high performing organizational groups (roughly 80 individuals comprising six teams) for Emotional Intelligence with the goal of increasing personal and team effectiveness in the work place.
- Designed and championed a company-wide change process to advance product development and commercialization. Partnered with and coached top executives during the program’s implementation.
- Two year European assignment as Global Director of New Business Development and Strategic Marketing

TOOLS, ACCREDITATION AND EDUCATION

TOOLS: Group Facilitation, World Cafe, Appreciative Inquiry, Systems Analysis, Metaphoric Learning, Open Space Technology, Neurointegrated™ Ladder of Inference, Dynamic SWOT, Living Systems Processes and Programming

ACCREDITATION: Emotional Intelligence Coaching, MBTI, Enneagram Typing, Mindex

EDUCATION: Human Ecology, Interpersonal Relations, Psychology, Education, Social Sciences, Veterinary Medicine
