



DR. PAUL R. DAMIANO
PRESIDENT, GOOD WORKS CONSULTING



Good Works Consulting
maximizing human potential

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-  Schedule a Consult

PROFILE

Paul has focused his career around helping individuals and organizations become better versions of themselves. With a strong background in both business and industrial/organizational psychology, Paul is uniquely positioned to help people in the business world grow, develop, and attain measurable goals. As a true believer in the “practice-what-you-preach” model, he is a life-long learner constantly pushing his own boundaries throughout his career.

His approach to coaching is adaptive, accessible, and goal-oriented. He quickly builds rapport and creates an environment of trust and openness. Paul has learned how to adapt his style to both the developmental stage of his client, as well as to the environment or context of their workplace. He can be both tough and tender or serious and playful, while skillfully delivering psychological concepts and other data-based evidence in an accessible and immediately applicable manner. He has been known to use humor throughout the coaching process, but always combines it with a laser-like focus on business outcomes and goal attainment.

EDUCATION & AFFILIATIONS

- Ph.D. and M.A. in Industrial/Organizational Psychology (L.S.U. Baton Rouge, LA)
- B.S. in Accounting (LeMoyne College, Syracuse, NY)
- Certified SHRM Sr. Professional of Human Resources
- Member of Society of Consulting Psychologists (Division 13 of the APA)
- Member of Society of Industrial/Organizational Psychologists (Division 14 of the APA)
- Adjunct Faculty at the Center for Creative Leadership
- Prior to founding Good Works Consulting, Paul was full time Senior Faculty at CCL from 1999-2006.

EXPERIENCE

Dr. Paul R. Damiano is President of Good Works Consulting, a firm he founded in 2006. He is certified in over sixty workplace assessments including individual personality profiles, team and group assessments, and organizational change and culture diagnostics. He’s experienced in helping organizations in the hiring and selection process by conducting behavioral-based and personality profile-based interviews. Additionally, he coaches and consults with senior teams on how to improve their decision-making processes, communication patterns, conflict resolution skills, and how to identify and leverage high potential talent within the organization.

Through delivering custom-designed training programs, team development processes, organizational change initiatives, facilitation, keynote speaking, and an executive coaching practice, Paul has worked with thousands of mid to senior level executives from across a broad spectrum of industries and over six continents. In a career that has spanned almost 30 years, he has worked with organizations such as:

- Atos
- Bayer
- Boehringer Ingelheim
- Booz Allen Hamilton
- CMC Commercial Metals
- Cole-Haan
- Oldcastle/CRH Company
- Epicor
- Exxon-Mobil
- Kaufman Hall
- KPMG
- MARS
- Mastercard
- Mercedes-Benz
- Nationwide
- Microsoft
- Nationwide
- PricewaterhouseCoopers
- PSI
- Rockwell Automation
- Syngenta
- UT College of Nursing
- VF Corporation
- Wake Forest University
- Warner Bros. Discovery