

Germaine brings to Insigniam over 25 years of consulting experience. She is sought after by her clients for her history elevating the performance of teams, individuals, and senior executives across disparate industries, geographies and verticals.



In a recent engagement, Germaine worked with a copper mining company reducing maintenance costs by \$800,000 (27%) in a four-month period. Germaine's coaching and consulting career has included work in the real estate, insurance, sales, forest products, law, manufacturing, mining, and energy industries. She has also coached teams of labor and management personnel to produce breakthrough results.

Germaine's consulting work has been multicultural including work in Europe, Indonesia, Israel and Canada. Prior to joining Insigniam, she was president & co-founder of Eagle's View Consulting, an international coaching and management consultancy. Germaine is co-author of *Coach Anyone About Anything: How to Help People Succeed in Business and Life*, listed among Amazon.com's Top 100 Business Books for 2003 and *Volume 2: How to Empower Leaders & High-Performance Teams*, 2010.

Germaine holds a B.A. in Management from Our Lady of the Lake University in San Antonio, Texas and an M.S. degree in Organization Development from American University and the NTL Institute (National Training Laboratories). She is a certified practitioner and facilitator of several behavioral styles profile and psychometric instruments.

Germaine teaches a graduate class, *Leadership Coaching for Engineers*, for the Rice Center for Engineering Leadership, Rice University.

The American Business Women's Association (ABWA) presented Germaine with the 2003 Board Award, for outstanding service to the Artesian Chapter. Germaine was named one of the Top Ten

Businesswomen in America for ABWA for 2006. Germaine was also recognized as a Woman of Excellence in 2008 by the Federation of Houston Professional Women.