



**Marion J. Howell**

The Iris Group  
[www.theirisgrouponline.com](http://www.theirisgrouponline.com)

As an Adler trained executive coach, and certified Myers Briggs Type Indicator (MBTI) and Emotional Intelligence facilitator, Marion leads the executive coaching work within Iris Group. Marion's intuitive capacity to see and draw out the very best in people has made her a much sought-after confidante, guide and mentor to leaders from all walks of life. She is a passionate advocate for the integration of objective data and feedback with a deepening sense of authentic self-awareness that enables people to transform their perspective so that they can see and pursue opportunities that may have been obscured by the misplaced emphasis on self-imposed constraints.

Marion has an extensive background in the high technology sector and understands the unique stresses and challenges that result from highly cyclical markets, constant organizational realignments, and dramatically shifting accountabilities and expectations. Having navigated these waters herself on many occasions, and having journeyed with others, she brings both empathy and deep truthfulness to relationships. As she would quote often, she tries always to 'speak the truth with love'. She sees coaching as the lived expression of her faith and the gift from God that she shares with the world.

Marion frequently works with the strategic leadership team, seeing coaching as the implementation and integration mechanism for transformational change. As one client said, "All the changes around me felt unfair, almost a personal attack, until Marion helped me to shake off my self-imposed constraints and see change for what it really could be: my opportunity to seize control of my life and ride the waves of change where I wanted to go. I will be forever grateful for a life-changing relationship."