



**Joseph Paulson**  
Co-Founder and Director

Joseph Paulson is a master coach and heads HR Anexi's Executive Coaching practice. He partners with C-suite executives and high-potential leaders to help analyze and evolve behaviours, increase effectiveness through the power of realization, build trust and create a high engagement culture. His action learning approach seeks to advance personal development while at the same time produce immediate business benefit. Jo collaborates with clients to establish strategic coaching approaches and broad talent management strategy. He is an expert in the design and deployment of 360 degree feedback systems to support personal learning, team development, cultural shift and organizational change.

He leverages his vast academic know-how and hands on practical experience from across all business functions and geographies. His industry experience spans financial services, manufacturing, professional services, and consumer products, among others. Joseph then spent over a decade as part of the selection & training board and was responsible for selection, training and development including leadership development.

**Professional Background**

Jo has been working very closely with the corporate world, delivering behaviour/skills training, personal development programs and executive coaching. As a change facilitator he has worked with board members, entrepreneurs, and senior executive teams. Joseph's career as a coach has been significant in the banking and financial services sector. Some of his major clients include Nomura, ICICI Bank, UTI, Enam Securities, Canara HSBC, ABN Amro, Deutsche Bank; among others.

Jo established the India Facilitation Network, supporting individual, teams and organisations in leading change and provides behaviour/skills training and personal development including executive coaching. In 2007, he merged his company with HR Anexi. As a Founder, Director Jo leads the Assessment Services practice for HR Anexi.

Jo also established the Executive Coaching Desk of HR Anexi and is a "Master Coach". He conceptualized and ran a unique 10 day global Talent Coach Certification Program in collaboration with BlessingWhite and Psytech that uses tools from NLP and Psychology; a one of a kind assessment module.

## Education and Credentials

Jo is extremely well qualified in the areas of Business, Training and Defence. His list of qualifications is as follows:

- Masters in Business Administration, International Relations and Counselling
- Master Coach from Centre for Creative Leadership
- Level A/B from British Psychological Society in Occupational Testing with extensive experience with 15FQ+, MBTI Step-II, FIRO-B, SDI, Genos EI, Hogan Assessments and 360 Degree feedback
- Firewalk Instructor and Empowerment Coach from Sundoor School of Transpersonal Education
- NLP Master Practitioner
- MSc. Defense Studies & International Relations - Madras University
- MS Counseling & Psychotherapy - IBMS Chittoor, Andhra Pradesh
- PG Diploma in Management (equivalent to MBA) - AIMA New Delhi
- Diploma in Training & Development-Indian Society for Training & Development, New Delhi
- Certified Assessor of Personality (Behavior Assessment as Group Testing Officer) - Defense Institute of Psychological Research, New Delhi
- Certified Master Trainer for Train the Trainer for "Management of Training" & "Direct Trainer Skills" and "Design of Training" Courses—Thames Valley University & DOPT, Govt. of India, New Delhi
- Master Accredited Trainer for 'IMPACT-Train the Trainer' by Auckland University (New Zealand)