

# Stephanie D. Phibbs

Project Maven

DiSC Profile: Dominant & Conscientious

“ Known as Bossy Boots by my friends, I’m happy to take the lead on important projects and happy hour is no exception. A devoted golfer and contemporary design nerd, I love working collaboratively with customers behind the scenes to solve their problems NOW! ”

Stephanie is the Project Maven of the Collaboration Breakthrough Team. For almost twenty years, they’ve provided strategic solutions and simple tools to achieve your workforce goals. You may have already spoken with Stephanie, especially since she spends much of her time supporting over 100 human resources professionals, business leaders, and coaches who are certified to use our products and programs. You’ll often find her helping individuals recruit smarter or grow their teams using assessments. She also manages the design, development and administration of customized 360° feedback programs for organizations ranging from multi-billion dollar private companies to small businesses to not-for-profit organizations.

Prior to joining the team, Stephanie worked as a staff accountant at a Canadian accounting firm. It was here that she developed her preference for process, her keen eye for detail, and her business savvy. She brings this operations and bottom-line focus to every client interaction to ensure you achieve higher levels of performance and ultimately, greater financial return from your people practices.

Stephanie and her collaborative team are in the top 2% of Everything DiSC Authorized Partners world-wide and they are Master Trainers for the WorkPlace Big Five Profile. They design custom surveys and 360° feedback assessments for Fortune

50 and Great Place to Work Top 10 organizations. The team is very proud of the fact that almost 70% of participants in their Aspiring Executives leadership development program have been promoted or advanced to higher level positions. This team makes things happen.

Stephanie received her Bachelor of Arts Degree in Communications and Human Resources from the University of Waterloo in Waterloo, Ontario. Stephanie and her husband Jim live in Ridgeway, Ontario in a divinely disco ranch house with their two cats.



THE  
COLLABORATION  
BREAKTHROUGH