

**Jennifer Bower-Carlson**

Associate Director
Los Angeles, CA

Practice Areas: General Business Litigation, Guardianships and Conservatorships

Skills: Women's Leadership

Location: Los Angeles

School: American University, Washington, D.C.

Fluent Language: English

Industries: Human Resources

Last Updated: November 23, 2022

SUMMARY

Jennifer is an International Coaching Federation PCC, Professional Certified Coach. She connects with leaders on multiple levels so they are more engaged as they conquer career goals. Jennifer helps them thrive in uncertain and complex environments. Leveraging assessments and goal-setting, Jennifer empowers leaders to raise their level of performance and satisfaction, as well as, elicit the best contributions from their teams.

SKILLS

Advanced Executive Coach Certification, Executive Coach Master Class, Executive Coaching Workshop

EDUCATION**Avila University**

2015 - 2017

Executive Coaching Certificate

Intensive ICF approved program that provided theoretical framework, significant practice with coaching clients, and the opportunity to leverage skills to influence lasting change with business and leadership situations.

Texas Christian University - M.J. Neeley School of Business

1980 - 1982

BS, Business

BUSINESS/ORGANIZATIONAL EXPERIENCE

I joined Marston in 2008. During this time, I have gone above and beyond serving 1200+ clients personally in Kansas City and virtually throughout the US. I coach and consult with executives and senior leaders on a wide range of career management strategies:

- Career Transition
- Leadership Development
- Change & Performance Management
- Creating Coaching Cultures - Manager as Coach

My career encompasses 25+ years of diverse experience with emphasis in talent and leadership development. My early career included consultative sales and marketing positions with IBM and Apple Computer.

CASE STUDIES

FINANCIAL SERVICES: Equipping Leaders to be Coaches:

Organization wanted to see higher productivity, and for leaders and managers to take a more active role in coaching direct reports. Coached team of 5 executives and 30 managers using Manager as Coach model.

Facilitated weekly 1:1 and group coaching sessions (over 3-month period) resulted in 25% increase in productivity with direct reports and customer referrals.

ENGINEERING: Developing High Potential Leader:

Director was having challenges in attaining promotions. He was given feedback that he did not communicate effectively and demonstrate executive presence. Leveraged assessments and communication plan to gain insight for areas of change.

Within 4 months of coaching, he landed a new position. He continued 3 months of coaching focused on assimilation and successfully onboarded into the new role.

TECHNOLOGY: Onboarding Female Senior Leader:

Female Senior Leader was promoted into new role and lacked confidence to be successful. Created a coaching assimilation plan that included a 90 Day Plan for herself and her team.

The senior leader exceeded her goals in the first 90 Days. Her confidence and executive presence greatly increased.

COACHING STYLE

Recognized as strategic, organizationally savvy, creative, influential, and results oriented. I cut to the chase while giving feedback and help leaders muster the courage to make tough choices.

ADDITIONAL TRAINING

Jan is certified as a PCC, Professional Certified Coach by ICF, the International Coaching Federation. She was recognized as a CSP, Certified Speaking Professional, by the National Speakers Association.

Jan is certified in Hogan, Birkman First Look, and DiSC assessments.

WOMEN'S LEADERSHIP

The Science of Women's Leadership | Alexis Kanda-Olmstead | TEDxCSU





ABOUT MARSTON ASSOCIATES

Marston Associates helps companies simplify leadership and workforce transformation so they can accelerate their performance and reduce risk.

Organizations around the world are continuously transforming their businesses to drive growth and productivity. This involves changing the company's structure, culture, and capabilities—which requires carefully managing employee morale, engagement, and their employer brand to retain and attract key talent. The challenge is how to manage the complexity of people and workforce change, and execute quickly so they can realize their growth and productivity goals.

HELPFUL LINKS

Marston Solutions

<https://www.ama.org/>

Marston Products

<http://www.aapor.org/>

Marston Industries

<http://www.marketingresearch.org/>

More information on our services

<https://www.workfolio.com>

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