

Paul Baffes

Meet Paul

Paul is recognized worldwide as a leader in Agile and innovation. He has 7 patents and was NASA's inventor of the Year. His Ph.D. research in Artificial Intelligence won Best Research of the Year at the AAAI conference. His ICAgile course for training Agile coaches is in the 95th percentile of all such courses.



He was founder and CEO of two tech startup companies and led IBM's worldwide innovation program resulting in \$750M impact for the company. His experience spans assignments in Systems, Consulting, Software, Strategy, HR, and the CIO. He has written two books: one on innovation and the other on work-life balance.

Over the past 5 years, Paul has brought his 25+ years of experience into his work as a coach where he works with managers and executives to improve their bottom-line results. He specializes in coaching leaders facing new challenges like leaders new to leading, new in their role or focused on driving innovation and change.

Paul has a bachelor's degree from Harvard and a Ph.D. from The University of Texas at Austin. He lives in Austin, Texas, with his lifelong love of 35 years, a cranky tomcat, and a hyperactive Boston terrier, and has two wonderful college-aged daughters.

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I'M COMMITTED TO...

Helping people unlock their enormous untapped potential

DO'S AND DON'TS FOR COMMUNICATING WITH ME

1. DO be transparent
2. DO overcommunicate; I'd rather hear it twice than miss it
3. DO try to give me 24 hrs notice on rescheduling
4. DON'T expect a response from me after hours or on the weekends

I WORK BEST WHEN...

1. I'm on a true team, built around trust
2. I'm in small, informal groups
3. When expectations are clear

WHAT MAKES ME SMILE IS...

Family (including our pets), friends, sunshine, a cappella music, and traveling

5 WORDS THAT DESCRIBE ME...

Curious, Upbeat, Believes in People

_____ HOLDS ME BACK FROM BEING AT MY BEST...

1. My "saboteur" is "The Perfectionist". I am constantly working on letting go and trusting
2. Like everyone else, I judge myself too harshly

MY IDEAL DAY INVOLVES...

Coaching, family, exercise, and looking forward to something new

MY FAVORITE QUOTE...

"Your old men dream dreams; your young men dream visions" -- Joel