

# Infinite Potential

## THOMAS M. KRAPU, PhD, PCC

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### Summary |

Infinite Potential consults in the development and execution of 360 programs in organizations where Tom Krapu, PhD, PCC helps establish the best practice of 360 feedback methodologies to develop leaders and change organizational culture. His PhD level of training in test and scale construction as well as psychometrics brings the highest level of training and experience to development of 360 feedback surveys, the implementation of a 360 feedback programs, and the debriefing of 360 feedback assessments.

Since 2002 Tom Krapu, PhD, PCC has been learning and developing best practices in 360 feedback methodologies. He is certified in several 360 feedback systems and has created custom 360 feedback surveys for leadership development in more than one niche area of leadership. He has taught 360 feedback methods since 2009 in two certified coaching programs including the executive coaching program at the University of Texas at Dallas in the Naveen Jindal School of Management. Tom uses these feedback methodologies as an integral part of the assessment phase of his executive coaching engagements.

In addition, Tom helps his coaching clients create relational impact across their organizations that lead to lasting business results. Whether it is managing up, collaborating with peers, or creating a powerful culture in their organization, Tom's executive coaching increases his client's leadership agility and advances their careers while serving the larger organization. He has worked with individuals in their development for over 30 years and since 2001 as a coach, trainer, and facilitator. Tom has obtained the Professional Coaching Certification (PCC) from the International Coach Federation (ICF) and has coached over two thousand hours with dozens of leadership coaching clients. This includes mid and senior level executive leaders, company presidents, CEOs, and teams in the public, private and non-profit sectors. His work has included an international focus including engagements in Malaysia, South Korea and Japan, as well as across Europe and the United States. His experience includes working with leaders in a diverse set of disciplines from technology, research and development, healthcare, and from investment to publishing, manufacturing, government and even higher education. Tom was also a contributor to Arbing Institute's book *Anatomy of Peace: Resolving the Heart of Conflict*.

### Consulting, Training & Coaching Services |

Since 2001, Tom has been providing coaching and consulting services. He has helped organizations plan annual offsite experiences that are engaging and create stronger more collaborative teams. Tom actively participated in a coaching program at the National Geospatial-Intelligence Agency, which received the prestigious 2010 Prism Award from ICF for producing outstanding business results. He has proven results at the individual, team, and organizational levels. Self-employed since 1985, he manages direct reports and runs his organization with a passion for results and world-class customer service.

Tom has been an adjunct faculty at several institutions of higher learning. He has served as adjunct faculty providing coach training for the Institute for Life Coach Training and currently teaches coaching at the University of Texas at Dallas Jindal School of Management. Tom has reviewed manuscripts and presented for past ICF Research Symposia, presented in the research track for the international conference in Long Beach and both served on and chaired the ICF Research Committee where he advised on implementation of the ICF research agenda, vetted research proposals, and helped develop the [ICF Research Portal](#). His published research in coaching on the development of the Life Satisfaction Survey was presented at the 2006 ICF Research Symposia in St. Louis. In 2011, he was a research track co-chair of the conference education committee for the international conference in Las Vegas. Within the ICF, Tom started the Coaching and Psychotherapy Communities Special Interest Group and led that group for several years. In addition, he has collaborated with other coaches and presented on the topic of the distinction between coaching and psychotherapy at two of the ICF's international conferences in Denver and Quebec City. He designed and delivers a full day continuing education workshop for mental health professionals on the coaching profession, including the distinction between coaching and psychotherapy, which is also offered in his [Coaching Mindset Telecourse](#). This workshop forms the basis of his Manager as Coach training.



## Training & Facilitation Services |

Tom has facilitated groups for over 25 years and has 10 years experience providing customized and off-the-shelf training and facilitation services. He completed Arbinger's facilitator training in 2003 and Arbinger's masters training. He has designed up to three-day facilitations, facilitated company offsite experiences, and designed and delivered his own presentations and workshops. While primarily instructor-led trainings, these also include video and teleconference systems.

### **Clients:**

Sysco, Auburn University, Kaiser Permanente, Evangelical Lutheran Church, BayOne, Archdiocese of Louisville, and companies in the Rent to Own industry.

**Courses:** [Coaching Mindset](#), Manager as Coach, Building & Leading Collaborative Teams. People Focus, Results Focus, and teaching clients about [360 surveys](#).

## Education |

Professional Certified Coach (PCC), International Coach Federation, 2008

Ph.D. in Counseling, Department of Counseling Psychology, University of North Dakota, 1981

M.A. in Agency Counseling, Department of Educational & Counseling Psychology, University of Missouri-Columbia, 1977

B.S. in Psychology, Department of Psychology, Colorado State University, 1976

## Research & Presentations |

Krapu, T. (2016) Coaching from a philosophy of science perspective. *Philosophy of Coaching: An International Journal*. Vol. 1, No. 1, October 2016, 8-20 (<http://philosophyofcoaching.org/v1i1/02.pdf>).

Campone, F, Krapu, T., & Awal, D. (2009), From Uh-Oh to Aha!: Learning from Surprising and Unexpected Moments in Coaching. Presented at the 14th Annual Conference of the International Coaching Federation, Orlando FL, December 2009.

Invited participant to the Harvard University [International Coaching Research Forum](#), September 2008.

Krapu, T., Meinke, L., & Turner, C. (2007), Demystifying Research: Turning Practice-Related Questions into Research and Marketing Opportunities, Presented at the 11th Annual Conference of the International Coaching Federation, Long Beach CA, and associated Coaching World article, September 2008.

Krapu, T. (2006), NAPPP 20 years late, *The National Psychologist*, 15: 5,19.

Krapu, T., Meinke, L., Kramer, L., Friedman, R. & Voda, J (2006), The Life Satisfaction Survey (LSS): Development of the Instrument, Proceedings of the Tenth International Coach Federation Coaching Research Symposium. St. Louis, MO: International Coach Federation, 67-83.

Benfer, J. & Krapu, T (2004), What We Are: Toward A Unified Theory of Coaching, Poster Session, 2nd International Coach Federation Coaching Research Symposium, Quebec City, Quebec.

Krapu, T. M. & Smyth, N. (2004), Eliminating the Real Enemy: How Businesses Get Results, Presented at the Denver Business Coaching Conference, September 2004.

Krapu, T. M. (2002), Developing, maintaining, and enhancing daily practice, *Taijiquan Journal* 3/Summer, 12-15.

