



Pamela Stambaugh, MBA, ACC

Author / Speaker / Executive Advisor

AUTHOR + SPEAKER

- **Published Author**
2026 Book:
*Accountable, Awake, And
Aware Leadership*
- **Professional Speaker**
U.S., Europe, Latin
America, Australia,
Malaysia

Pamela Stambaugh finds where leadership behavior is quietly costing a business money – and makes it visible, measurable, and fixable. For 27 years she has advised C-suite executives and senior leadership teams on the human factors that determine business performance, bringing diagnostics to the “squishy people stuff” that separates compliance from commitment.

She is the Founder and CEO of Accountability Pays Inc., translating leadership behavior, trust, accountability, and discretionary effort into practical operating conversations – turning default culture into measurable value creation.

IP

- 7 Dimensions of Team Power© - Framework
- 52 Success Accelerators + Action Multipliers® for Time-Challenged Leaders
- Emerging Leader Accelerator©
- Leadership Gap X-Ray©

EDUCATION & CERTIFICATIONS

- MBA, University of San Diego, 1986
- ICF Certified Executive Coach, ACC
- Systems Thinking, Strategic Planning Certified
- Certified facilitator, The Speed of Trust, Franklin/Covey

EXPERIENCE

Accountability Pays Inc.

CEO, Founder - San Diego, CA (1986-Present)

Seasoned trusted advisor to business leaders seeking to transform leadership conversations, improve executive-team behavior, align accountability, and elevate the productivity and performance of intact teams. Her methodology includes executive coaching, team facilitation, behavioral diagnostics, and tailored curricula designed to make invisible leadership gaps visible and actionable.

Harrison Assessments Talent Solutions

Managing Partner (1999-Present)

Incorporates Harrison Assessments into recruitment, executive and team development, engagement and retention analysis, succession planning, and high-potential development. Her assessment work strengthens her research orientation: measuring behavioral tendencies that influence trust, accountability, collaboration, and leadership effectiveness.

Vistage (formerly TEC International)

Group Chair - San Diego, CA (2003-2008)

Facilitator and coach for CEOs and key executives focused on raising operating achievements, strengthening peer accountability, and improving business outcomes. Reported member-company improvements included revenue growth, cost reduction, increased productivity, market repositioning, and sales gains.

PUBLICITY



*One of 10 Exceptional
Coaches for 2025*

CASE STUDIES

- GE Healthcare
- Culinary Concepts
- Manna Development,
aka Panera Bread

CONTACT INFO

C: 619-840-6308
O: 619-231-0195
E: pstambaugh
@accountabilitypays.com

Linkedin.com/in/pamela
stambaugh

WEBSITES

- Accountabilitypays.com
- AccountableAwakeAnd
Aware.com
- Accountabilitypays.
HarrisonAssessments.com

EXAMPLE CLIENT ENGAGEMENT RESULTS

Consulting Assignments Include:

- **Team self-evaluation improved year over year**, attributed by the team to Pamela's behavioral coaching. Team manager's feedback - helped me improve my performance; 80% increase to 95% favorable as rated by the team; open honest two-way communications, 68% increased to 80%; and team rating as a work group (most remote) improved from 74% to 80%.
- **Measurably improved systemic process** in four years of strategic management facilitation at Fairfield Residential by eliminating silos and improving workflows. Empowered an intranet-based software to measurably improve the speed and effectiveness of communications inside the company and with suppliers. Facilitated the strategic management plan that was instrumental in securing a significant and important strategic partner. Facilitated a needed shift in authority by creating a COO position and helping identify the person to fill that position. Assisted in the integration of the Dallas accounting and HR functions with HQ, saving several million dollars.
- **Reorganized accountability at a destination management company** with offices in three cities and franchises across the country by pushing lines of authority down into the organization including performance management systems based on the Harrison Assessment office-by-office measures of success with design teams, measuring results at the leverage points and making adjustments as conditions changed.
- **Improved profitability from 20% to 27%** through implementing the Balanced Scorecard process at a building services company. Additional enhancements at this company included: creating a new division; 20% growth in employees; Decreased turnover from 80% to 40%; \$2 million in new sales (\$140,000 additional profit); and implemented training measurements to ensure in-house job training success.
- **Identified and evaluated key behavioral requirements** for vice presidents, deans and the campus president for a Wisconsin community college. Was instrumental in the succession plan, laying the groundwork to create a performance management program.
- **Doubled revenue through design and delivery of sales and marketing training** for licensees in Asia, Australia and Europe, at the Ken Blanchard Companies. Led two international conferences; Denmark and Malaysia.