

Jen Paragas, Senior Associate



“Jen has been a trusted advisor to us as we continue to grow our company and our people. She has provided meaningful impacts to our company from two initiatives. Jen planned and facilitated the development and rollout of our corporate core values which we have embraced as the foundation of our culture. In addition, Jen conducted a tailored workshop based on the results of DiSC behavioral assessments from our employees which highlighted our strengths and blind spots as a people-focused organization. All we had to do on both initiatives was provide her our high-level goals and she took it from there. Jen is super sharp, thoroughly prepared, a polished professional, and easy to work with. We will continue to partner with Jen as we grow.”

*-Will Choi, President & CEO
VerticalApps*

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Jen Paragas, PHR, ACC

Jen Paragas is an experienced human resources leader, business strategist, instructional designer, and executive coach. Her life mission is to help individuals and organizations stretch beyond their current comfort zone in order to become the best version of themselves, and to achieve their goals with greater ease. In close collaboration with clients, she helps them understand their current situation, explore new ways to align with core values and create structures for growth; all the while having fun along the way.

Jen has over 20 years of experience leading Performance & HR across a broad spectrum of organizations, industries, and cultures. Because she has been a member of executive teams responsible for setting direction during turbulent times; she is quick to understand the contextual environment and has a strong command of what it takes to succeed in high-performance organizations. Working at the intersection of professional development and organizational transformation, she provides customized learning and performance programs that grow courageous and empowered leaders. Experiencing significant cultural transformation, two of her clients were granted Washington Business Journal’s coveted *Best Places to Work* award during Jen’s tenure as HR Director.

Jen’s coaching methodology draws upon empathy, respect for the uniqueness of her clients and the use of a broad set of practical tools. By listening deeply to her clients, she customizes her approach to honor individual needs. Using a combination of creative exercises, leadership theories, research-based behavioral assessments and action plan development, clients increase their emotional literacy, goal fulfillment, and capability to engage others more effectively.

Jen is an experienced practitioner in the DiSC Behavioral Assessment and StrengthsFinder 2.0; and is pioneering cutting-edge Talent Optimization techniques from the Predictive Index. She holds a master’s degree in Organization Development and Human Resources from the University of Maryland and recently attained her Associate Certified Coach license with the International Coaching Federation.

Jen relocated from Washington D.C. in 2019 and currently lives in the Greater Boston area with her husband, two teenagers, and mini goldendoodle. She is a certified hospice patient volunteer with the Jewish Social Service Agency.