

About Francis S. Cole, Ph.D.

Professional Background

Francis S. Cole, Ph.D., is a highly experienced business coach, facilitator, and consultant with over 30 years of expertise in workforce development, education, and vocational training. Throughout his distinguished career, Dr. Cole has consistently demonstrated a strong commitment to empowering individuals and organizations by providing effective leadership and strategic guidance. His work has impacted on a wide range of clients and organizations, helping them to develop the skills and strategies needed for success.

Leadership Experience

Most recently, Dr. Cole served as Regional Director at the U.S. Department of Labor, where he exercised leadership and oversight for more than 20 Job Corps Centers across seven states. In this capacity, Dr. Cole played a pivotal role in guiding programs that enabled thousands of young adults to acquire the skills and confidence necessary to pursue rewarding careers. A focus on administrative management, financial oversight, and strategic program development distinguished his leadership. These efforts contributed to his reputation for achieving results and driving organizational growth.

Earlier in his career, Dr. Cole worked in the hospitality industry as an Executive Chef and Director for well-known companies, including Trusthouse Forte, Marriott Management Services, and Holiday Inn. These roles provided him with valuable experience in operational management and team leadership within a dynamic industry.

Current Focus

Today, Dr. Cole applies his extensive leadership experience to help businesses and professionals enhance performance, strengthen operational systems, and achieve lasting success. As a certified consultant specializing in business management and financial literacy, he is dedicated to aligning business objectives with actionable strategies that deliver measurable results. His work centers on assisting clients in implementing solutions that foster sustainable improvement and ongoing growth.

Education and Certifications

Dr. Cole holds a Ph.D. in Applied Management from Ashcroft International Business Institute. In addition to his academic achievements, he is certified in Real Colors and Lean Six Sigma, underscoring his commitment to professional excellence and lifelong learning.

Mission and Approach

Motivated by a passion for mentoring and supporting personal and professional growth, Dr. Cole strives to empower individuals and organizations to realize their full potential. His mission is to cultivate clarity, accountability, and a culture of continuous improvement, enabling clients to achieve their goals and sustain success over time.