



fullCIRCLE Executive Coaching

This isn't training.
It's transformation.



High performance got you here. Continued growth will take you further.
That's where fullCIRCLE's Executive Coaching comes in.

Who We Are

We're not a distant coaching network. We're your trusted partner, rooted right here in Iowa.

You'll get to know us, experienced coaches who invest in you as a person, not just a title.

What We Do

We built fullCIRCLE on a simple truth: Growth isn't linear, it's a return with greater clarity.

Our Executive Coaching helps leaders like you through real conversation, deep reflection, and intentional action. So when challenges come full circle, you'll meet them head-on.

High-Touch Coaching

You'll meet with your coach monthly for a year — half of those sessions in person because deeper trust drives deeper transformation.

Individualized Partnership

No playbooks. No handoffs. Just one coach, one relationship, and one goal: helping you lead with clarity, confidence, and purpose.

ROI You Can See

We measure what matters. You'll receive quarterly progress reports that track your growth in mindset, behavior, and impact.

**Real conversations.
Real growth.
Real people you'll know by name.**



We believe leaders grow best in the context of real relationships.



Dusten Gratny

Executive Coach | Co-Founder

Dusten draws from a unique background in animal behavior and leadership development. He helps leaders slow down, reflect deeply, and lead with greater emotional intelligence and intention.



Kim Gratny

Executive Coach | Co-Founder

Kim brings over two decades of leadership experience. With a background in business and marketing, she helps executives uncover what's holding them back — and move forward with purpose.



Teresa Bozer

Executive Coach

Teresa is steeped in education and leadership development spanning 30+ years. Executives value her expertise in change management and processes to help leaders facilitate collaboration and personal growth.

As a leader, having space to process your thoughts is invaluable.

Kim at fullCIRCLE has been a trusted sounding board and accountability partner, asking tough questions that push me to grow. I'm a more confident, capable leader because of our work together.

Tom Brandau, VPIGM of North America for Flow Controls, Emerson

Executive Coaching allowed me to voice my concerns without fear of judgment and uncover patterns in my thinking that I would not have made otherwise.

Through our work I discovered my actions, not outside influences, were often the root of my challenges.

It helped me approach decisions more holistically, with greater awareness of their impact on others.

Michael Steen, Vice President, DCI Group, Inc.