



HEATHER MCCARREN, PHD

Senior Executive Coach + Change Management

CONTACT



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AREAS OF SPECIALIZATION

Leadership Development

Change Management

Culture Change

Team Effectiveness

Organizational Resilience

360 Assessments

Executive Coaching

Leveraging Strengths

Employee Engagement

Servant Leadership

Organization Assessment

CERTIFICATIONS/TRAINING

Licensed Psychologist (OH)

Everything DiSC Suite

Prosci Change Management

Prosci Train-the-Trainer

Strengthsfinder

EDUCATION

MA/PhD Clinical Psychology

Bowling Green State University

BA Psychology

DePauw University

PROFESSIONAL SUMMARY

Dr. Heather McCarren is an executive coach with more than 15 years of experience helping leaders achieve their individual, team, and organizational goals. Her training as a Clinical Psychologist, in combination with her certification in the industry-leading change management approach, provides the foundation for her deep expertise in maximizing organizational change capacity and coaching leaders to become successful change agents. Her work in this area has resulted in sustained behavioral change that significantly increased her clients' profits and helped them to achieve their desired long-term results.

Heather has deep expertise in change management, which she leveraged as a senior organization development consultant for a decade with the Veterans Health Administration. She provided coaching and consultation to senior leaders responsible for execution of complex, large-scale change initiatives.

Leaders who have been coached by Dr. McCarren have noted improved self-awareness of both strengths and areas for development, better understanding of personal leadership style, and clear steps to take to become more effective as a leader. They describe Heather as professional, easy to relate to, and supportive. She has received consistently high praise from leaders whom she has coached, with 100% of her clients reporting that the coaching experience was a valuable use of their time.

Heather often shares her expertise in change management, leadership development, and organizational effectiveness as a speaker and author; she has presented her work at national conferences and has published academic articles and book chapters. Her most recent publications focus on building organizational change capability and implementing a culture of servant leadership.