

EARON KAVANAGH, PhD, MBA

Accredited Business Psychologist (U.K.) and CMC Management Consultant Candidate (Canada)

FORMAL POST-SECONDARY EDUCATION

- 2003-2008 **Tilburg University**, Tilburg, Netherlands
PhD, Social/organizational psychology
Dissertation title: *Communities of practice: A relational view of organizing, power, and possibilities* (case analyses of apprentice-style learning and organizational dynamics in groups of professional helpers)
 - Dissertation published by Tilburg University Press
 - Presented thesis summary at International Organization Development Conference; best paper award, 2009
 - Published paper based on the dissertation in the journal *Administrative Theory and Praxis*, 2010
 - Dissertation advisors: psychologists Dian Marie Hosking PhD, John B. Rijsman, PhD
- 2012-2014 **City University of Seattle**, Seattle, USA
MBA, specialization in Change Leadership
 - *Honors – Dean's List*; GPA 3.77/4.00
- 1996-2001 **Columbia Commonwealth University**, Jackson Springs, USA
M.S., Faculty of Health and Human Services
Thesis title: *A social psychology of collaboration, social liberation, and relational discourse: Reconciling family consultation with our diverse post-industrial society*
Thesis advisor: Anthropologist Shawn Haley, PhD; Psychologist Les Carr, PhD
- 1989-1995 **Columbia Pacific University**, San Rafael, USA
B.S., Faculty of Health and Human Services
Thesis title: *Navigating a human services career through economic uncertainty*
Thesis advisor: Dr. John Theodore, PhD, DBA, CMC
- 1981 **Northern Alberta Institute of Technology**, Edmonton, Canada
Completion of construction trade apprenticeship

UNIVERSITY PROFESSOR

- 2011 - Present **Associate Faculty – University Canada West Business Program – 10 courses taught**
 - Master of Business Administration program: Organization Behavior
 - Bachelor of Commerce program: Sociology and Introductory Psychology
- 2010- 2013 **Associate Faculty - City University of Seattle – 30 courses taught**
 - Master of Counseling program

Courses: Theories of counseling psychology; Family systems therapy; Introduction to counseling psychology practice; Introduction to clinical supervision; Counseling practicum; Counseling practicum; Brief therapy models; Psychology of grief and loss; Psychology of aging; Supervised several masters theses.

Associate Faculty – Supervisor of Practicums – 11 counselling practicums supervised

- Master of Counseling program at City University of Seattle

Associate Faculty – Thesis Supervisor – 6 psychology master theses supervised

- Master of Counseling program at City University of Seattle

PRIVATE BUSINESS COURSES TAUGHT: www.earonkavanagh.ca e-learning

- Business case analysis for business students and MBA's
- Change leadership for managers and business owners
- Cognitive behavioral coaching for counselors, coaches and managers
- Emotional intelligence for MBA's, managers and business owners
- Marketing, business strategy, competition analysis and operations for helping professions
- Self retrieval in the midst of organizational and media overwhelm
- Entrepreneurship - knowing if you have the personality components for success
- Beyond the balance sheet – formulas that indicate business success or failure

DOCTORAL DISSERTATION EXAMINER

- 2010
- Altomare-Nattrass, M. E. (2010). Organizational Psychology/ Corporate Sustainability Practices, Tilburg University.
 - Kaufman, K.A. (2010). Organizational Psychology/ Decision Making, Tilburg University.
 - Hedke, C.L. (2010). Counseling Psychology/ Loss, Tilburg University.

SCHOLARLY ACTIVITIES FOR JOURNALS AND BOOKS

- 2011 – Present
- Project development for authors in the Online Journal “Practicing Social Change” (PSC):**
PSC is the social and organizational change practitioner journal operated by the NTL Institute of Applied Behavioral Sciences. Website: <http://www.ntl-psc.org/>

Provided screening, leadership, coaching, and guidance on article structure, content and quality for the following articles and authors:

- Seamon, Terence (in press). *Telling Your Client the Baby Is Ugly: Revisiting Herb Shepard's Rules of Thumb for Change Agents*
- Walker, J. (2014). *Recovery, identity and use of self: a personal journey.*
- Rochetti, T. (2011). *Supporting a leader through change*
- Farquhar, K. (2011). *Academics' corner: What does an OD practitioner need to know?*

Book: Review committee member:

- McNamee, S. & Hosking, D.M. (2012). *Research and social change. A relational constructionist approach.* New York/Oxford: Routledge.
- Reviewer (2013-2014). Iranian Journal of Management.

MASTERS THESIS FACULTY SUPERVISOR

2012 –2013

Chief faculty advisor on psychology Masters theses- City University of Seattle

- Hosseinpour, Bahareh (2013). *Depression: An enemy or a friend?*
- Bodie, Sean (2013). *Psychology final integrative project: Two types of discourse about ADHD.*
- Blakely, Huiling (2013). *Challenges Chinese immigrant sole mothers face with a focus on parenting.*
- Toor, Nelam (2013). *Romantically themed reality television and its impact on young female adults' ideas about relationships, marriage and love.*
- Beckingham, Paul (2013). *Soul care jazz: Making meaning, reframing our lives.*
- Sangha, Kiranvir (2013). *The relationship between Sikh Punjabi mothers in law and daughters in law: personal narratives.*

SIGNIFICANT PUBLICATIONS

2002 – Present

- Kavanagh, E. (in press). Personality testing in the workplace: Can internet business disruption erode the influence of psychology ethics? In B. Cripps (Ed.), *Psychometric testing: Critical views*. London: Wiley-Blackwell.
- Kavanagh E. (in press). Second loop development for “Prosci® ADKAR®” and “OD” Change Leaders. In Roland Sullivan (Ed.) *Practicing Organization Development*, 4th Edition. New York: Wiley.
- Kavanagh, E. (2014). *Family Transformation: Reconciling Practice with Our Diverse Post-Industrial Society*. Toronto: Amazon Direct Publishing.
- Kavanagh, E. (2013). Informed by diversity: Relational self/other practice, language performance, and social realities as critical approaches to persons, peoples, and organizations. *Practicing Social Change*. Issue 6, January, 2013
- Kavanagh, E. (2010). Consulting Wittgenstein: On the quest to administratively regulate therapists in Canada. In S. Kensen (Ed.). *Administrative Theory and Praxis*, June 2010, Vol. 32, No. 2
- Kavanagh, E.T.E. (2008). *Communities of practice: A relational view of organizing, power, and possibilities: reflections from a family therapist and consultant*. (Published doctoral dissertation). Tilburg University Press: Tilburg Netherlands. Available from Narcis Promise of Science Dutch dissertations and theses database, (Narcis No. urn:nbn:nl:ui:12-3159868)
- Kavanagh, E. (2007). Moshing for Space: The Pre-Olympics Colonization of Vancouver’s Main Street. In S. Klassen (Ed.), *Main Street: Discussions on urban culture*. Calgary: Funbook Publishing
- Kavanagh, E. (2002). Epilogue: A juxtaposition of virtual discourse communities and organizational life”. In L. Holmes, D.M. Hosking, and M. Grieco (Eds) *Organizing in the information age: Distributed technology, distributed leadership, distributed identity, distributed discourse*. Aldershot: Ashgate

- Kavanagh, E. (2000). *A Social Psychology of Collaboration, Social Liberation, and Relational Discourse: Reconciling Family Consultation with Our Diverse Post-Industrial Society*. Unpublished masters thesis, Columbia Commonwealth University.

SHORT ARTICLES PUBLISHED ON LINKEDIN

- 2014
- *Just because you're resisting organizational change doesn't mean you're inflexible*
 - *Intercultural awareness: Understanding Islam in the context of global diversity*
 - *Leadership ethics: Is business funding of charities self-serving?*
 - *Prosci® ADKAR® model in organizational coaching*
 - *How learning sociology improves business competency*
 - *Using psychological tools in coaching and organization development*
 - *How do “you” push yourself into self-leadership?*
 - *What McKinsey Insights did not tell you about change management and social constructionism (in press)*

SELECTED MBA REPORTS

- 2012-2014
- *Key guidelines for effective intercultural business communication*
 - *Business intercultural networking, and lessons learned along the way*
 - *Intercultural interaction recommendations for PCL Construction Inc.'s international projects*
 - *Porter competitive analysis report on Lululemon's inspired yoga wear*
 - *Sustainability: Building green facilities and supply chains: Strengths, weaknesses and the business case (co-author)*
 - *Sustainability analysis of the web marketing of the Herrmann Brain Dominance Instrument (co-author)*
 - *Leadership challenges and solutions from the nonprofit human services sector*
 - *An investigation of Cloud computing for business use (co-author)*
 - *Technology: Should businesses move to The Cloud? (co-author)*
 - *Technology: Running a leadership institute from The Cloud*
 - *Opportunities for social media and e-commerce marketing to lazy millennials*
 - *Organizational change using Prosci ADKAR: Integrating supply chain cost-down efforts across the Boeing company (co-author)*
 - *Exploring the Kotter model and Appreciative Inquiry as change vehicles for nonprofits*
 - *Organizational change plan recommendations for a human services nonprofit (co-author)*
 - *Video: I love organizational change as long as I'm in charge*
 - *Video: Thought leaders or thought styles? Relational approaches to leadership and*

organization

- *Investigative report on ethical leadership challenges using the “leader shadow” analogy*
- *Investigative report on ethical failings of two prominent political leaders*
- *Evaluation of video-conferencing as a virtual meeting technology*
- *The business case for applying managerial economics to digital startups*
- *Analysis of Apple Corps’ investment and innovation ability, featuring Beats by Dr. Dre (co-author)*
- *Cooking the numbers: Ethics breaches in managerial accounting*
- *Reflections on the diversity problem at the Fairfax General Hospital*
- *Analysis of Starbucks business strategy over its developmental phases*
- *Business strategy analysis of Harrys.com Razors, Amazon.com, ARA Mental Health Society*
- *Operations Plan for a Small Renovation Firm*
- *Supply Chain Design for a Small Renovation Firm*
- *Strategic Operations Components for Lucky Gourmet Pizza*
- *Value Chain for a Small Renovation Firm*
- *Human resources management plan for a small renovation firm*
- *Marketing: Environmental analysis for an industrial-organizational psychology practice*
- *Training and Development plan for sales staff and VP of sales (co-author)*
- *Strategic Business Decisions and Lessons Learned in Capsim Capstone Simulation (co-author)*
- *Project Management Presentation on Emotional Intelligence Training Program for Leadership Development (author)*
- *Comprehensive Marketing Plan for an Executive Consulting Practice*
- *Presentation: Overview of the Emotional-Relational Intelligence Project*
- *Executive summary: The Emotional-Relational Intelligence Project*
- *Capsim simulation business strategy report for team (co-author)*

POST-DOCTORAL PROFESSIONAL CERTIFICATIONS

Fall 2008 – 2015

- **Candidate for “Specialist in Test Use” expert designation in work and organizational psychometric assessment;** British Psychological Society
- **Certified Test User: Saville Consulting Wave psychometric assessments**
- **Accredited Business Psychologist (U.K.), Association for Business Psychology**
- **Certification in Prosci ADKAR Change Management**
- **Certification in Project Management;** Brain-measures certification exam
- **Certified Management Consultant (CMC) candidate;** CMC - Canada
- **Assessment center techniques training** – KCP Psychological, UK (in progress)
- **Behavioral Interviewing Skills training** – KCP Psychological, UK (in progress)
- **Management Relations Group Facilitation (T-Group).** NTL Institute of Applied Behavioral Sciences, 2012.
- **Level B Certification Program in Psychological Testing: Occupational: Personality** - British Psychological Society, UK, under the supervision of chartered occupational psychologists, 2011-2012.

- **Level A Certification Program in Psychological Testing: Occupational: Ability** - British Psychological Society, UK, under the supervision of chartered occupational psychologists, 2011- 2012
- **Certification in Advanced Clinical Supervision in Psychology** - University of Calgary and the Psychologist's Association of Alberta, taught by Dr. Jon Amundson, R. Psych., 2011.
- **Certification Program in Executive Coaching**, Royal Roads University, Victoria, Canada: 2010, 6 months of courses and related training: Components include: EXCH 500: **Foundations of Executive Coaching**, EXCH 508: **Best Practices in Executive Coaching**, EXCH 509: **Executive Coaching in Organizations, 6 Day coaching supervision residency, 8 audited coaching calls, Assessment instruments, 5 hours of personal coaching by certified coach, 24 weekly web-conferences with faculty presenters, 360 degree assessments and organizational coaching, Organizational leadership theory, 20 plus hours of executive coaching, Team project: marketing and delivery of coaching to non-profit executives, Coaching business plan development, 3 Day Capstone residency: skills showcase and coach testing, ICC accreditation.**
- **Certification Program in Organization Development**, NTL Institute of Applied Behavioral Science and Telford School of Management, University of Ottawa: **Group Laboratory Learning**, 96 hours, **Organizational Diagnosis, Analysis and Feedback**, 49 hours, **Organizational Intervention Strategies**, 49 hours, **Leading Organizational Change**, 49 hours, **Organization Development Theory and Action Research**, 49 hours, **Group and Team Process Consultation**, 49 hours.
- **Motivational Interviewing**, Fraser Health Authority, 14 hours, 2010.
- **Business Competencies Certificate**, Alberta Advanced Education, Calgary, Canada, 150 hours, 2009.

INSTITUTIONAL AFFILIATIONS, AWARDS

Affiliations

- CMC – Canada: Canadian Association of Management Consultants
- Canadian Society for Industrial and Organizational Psychology
- Academy of Management
- British Psychological Society Registry of Qualified Occupational Test Users
- NTL Institute for Applied Behavioral Science
- Association for Business Psychology

Awards

- MBA program honors: Dean's list 2012-2014
- Organization Development Network Student Research Colloquium 2009: winning paper, presented at OD Network conference in Seattle
- BS honors: Listed in "Who's Who in American Colleges and Universities" 1992-1993

- MS program honors – graduated with distinction 2001

NONPROFIT BOARD LEADERSHIP

- 2013 - 2014
 - ARA Mental Health Advocacy and Research Association – Treasurer and HR
- 2011- 2013
 - NTL Institute – Steering committee member for NTL’s organizational coaching community of practice. Needs analysis interviewer for clients of NTL Institute’s Pre-lab and Post-lab Coaching program
- 2001-2011
 - Vice-president, alumni board of governors, Columbia Pacific University
 - Chair, Marketing, PR, and Website committee, Columbia Pacific University
- 2001-2003
 - Founding board member, BC Organization Development Network (BCODN)
 - Organization Development Network Conference - organizing team (2001)

PRE-DOCTORAL PROFESSIONAL DEVELOPMENT

Specialized training, seminars, internships, programs and presentations:

- 2002 - 2007
 - **Certification in Cognitive Behavioral Therapy**, training and externship supervised by Dr. Peter Mclean, R. Psych., 30 hours, 2007.
 - **Human Resources Management MBA Course**, Edinburg Business School of Heriot Watt University, 3 credits, 2002.
 - **Core Addictions Counseling Intervention Certification**, Fraser Health Authority, 35 hours, 2002.
 - **Addictions Counseling with Youth**, Fraser Health Authority, 35 hours, 2002.
- 1993 -1996
 - Dr. John Banmen, R. Psych., Northwest Satir Institute. **Training in the Satir Method**, 60 hours, 1996-1997.
 - SHARE Family and Community Services. **Post-internship Supervision in Family Therapy**, supervised by Garth Thomson, MSW, 2500 hours.
 - SHARE Family & Community Services. **Supervised internship in Parent-and-Teen Conflict Counseling and Adult Addictions**, total of two semesters, 1993-1994.
 - SHARE Family and Community Services. Miscellaneous training modules: **Narrative therapy, Solution focused therapy, Family therapy, Addictions counseling, and Ending violence against women**, training component of supervised internship, 108 hours of class training.
 - Dr. Carlie Casey, R. Psych. **Group Supervision in the Satir Family Therapy**

- Method**, 20 hours, 1993.
- Dr. Carlie Casey, R. Psych., Satir Institute of the Pacific Northwest. **Advanced Certification in the Satir Family Therapy Method**, 60 hours, 1993.
 - **Certification in the Satir Family Therapy Method**, Dr. Carlie Casey, R. Psych., Satir Institute of the Pacific Northwest, 60 hours, 1992.
 - **Paid Internship in Leadership & Team Development**, Horizon Group, Ltd. Canada, 4 months, 1992.
 - **Certification in the training of Neuro Linguistic Programming**, awarded at my internship evaluation training event, Dr. Wyatt Woodsmall, Arlington, USA., 1991.
 - **Internship in the training of Neuro Linguistic Programming** Dr. Wyatt Woodsmall, Arlington, USA, 8 months, 1990-1991.
 - **Master Practitioner Certification in Advanced Behavioral Modeling**, Dr. Wyatt Woodsmall, Arlington, USA, 120 hours, 1991.
 - **Provisional Trainer Certification in Neuro Linguistic Programming**, Dr. Wyatt Woodsmall and Dr. Tad James, Arlington, Virginia, 120 hours, 1990.
 - **Master Practitioner Certification in Neuro Linguistic Programming**, NLP Institute of Vancouver, 120 hours, taught by Dr. Marilyn Atkinson, 1990.
 - **Master Practitioner Practicum in the Clinical Applications of Neuro Linguistic Programming**, NLP Institute of Vancouver, taught by Dr. Marilyn Atkinson, 120 hours
 - **Clinical Hypnosis Workshop**, American Institute of Hypnotherapy, Dr. A.M. Krasner, 20 hours
 - **Clinical Hypnosis: Ericksonian Hypnosis Training**, NLP Institute of Vancouver, Dr. Marilyn Atkinson, 36 hours
 - **Clinical Hypnosis: Training in time-line therapy**, Dr. Tad James, 18 hours
 - **Shamanic health techniques from Hawaiian Huna**, Dr. Serge King, 42 hours
 - **Practitioner Certification in Neuro Linguistic Programming**, NLP Institute of Vancouver, Dr. Marilyn Atkinson, 120 hours
 - **Counseling Training Program**, Counselor Training Institute, Dan Keeran, MSW.
- 1991-1992
- 1989-1990

OTHER PROFESSIONAL WORK EXPERIENCE

- 2008-Present **Executive Coach, Consultant** Independent Practice in Consulting and Business Psychology, Greater Vancouver, BC.
- Services include but are not limited to psychological occupational testing and assessment, executive coaching, work-related coaching for individuals, organization development services, labor relations, and strategic communications/ reputation management
- 2007 **Guest Faculty Presenter at 6 week Online Symposium on Virtual Teams**, Orgdyne Consulting and Training Corp.
- 2001-2003 **Executive Consultant on Strategic Communications and Internet Reputation Management**. Contracted to Dr. Les Carr, President of Columbia Commonwealth U.
- Family systems therapist and addictions counselor**
SHARE Family and Community Services Society, Coquitlam, Canada.
- 1994 – 2010 **Parent and teen conflict interventionist** (.5 position 1994 - 2001), **Child and family systems interventionist** (.5 position 1994- 2001), **Youth addictions interventionist** (full time position 2001-2003), **Child and family systems interventionist** (full time position 2003- 2007), **Youth addictions interventionist** (full time position 2007-2010). This last position, in addition to clinical work with youths and families, included **teaching 8 session courses on parenting substance-misusing youth**, and **presentations on substance use prevention to high school students**
- 1998 – 2008 **Post-traumatic Stress Disorder Psychotherapist (volunteer)**
Vancouver Association for the Survivors of Torture (VAST)
- Contracted clinician for special government projects (VAST): **Acehnese Refugee Relocation and Post-trauma Mental Health Intervention Project**, 2005. Group and individual trauma screening based at Vancouver Coastal Health's Bridge Clinic.
- Kosovo Refugee Relocation and Post-trauma Mental Health Project**, 1999.
- 1994-1997 **Clinical Supervision Provided to Psychotherapy Interns**
- **Clinical supervisor for family therapy intern**, Pacifica Graduate Institute, graduate student, at SHARE Society.
 - **Clinical supervisor for coaching/counseling intern**, Leadership Institute of Seattle, graduate student, at SHARE Society.
- 1973-2003 **Miscellaneous Management and Sales Positions:**
- 1993-2003: **Owner/manager of a student residence**, Vancouver, Canada
 - 1984-1993: **Owner/operator of a construction business**. Estimated, supervised personnel, and managed projects and cost accounting, Edmonton, Canada
 - 1982-1984: **Sales and marketing - financial services**, Edmonton, Canada
 - 1975-1976: **Office manager and cost accountant for a construction firm**, Edmonton, Canada
 - 1973-1975: **Regional administrator for a non-profit society**, Ontario, Canada
 - 1972-1973: **Manager of a startup social enterprise for a non-profit**, Toronto