



Catherine Allen

CHIEF IMPACT OFFICER & CO-FOUNDER

"AO has been instrumental in bringing a common language and understanding to the Deltek Executive Team, individually and collectively. With the use of the Leadership Circle, coupled with AO's coaching and consulting services, we have been able to greatly improve our communications, improve our effectiveness as leaders, and evolve as a cohesive group. From new hire on-boarding to training at all levels within the organization, we are being intentional around how we build and sustain employee learning. We moved from an episodic development approach to a holistic methodology to scale leadership throughout our organization."

- Ed Hutner, CHRO, Deltek

AT-A-GLANCE

- **INDUSTRY EXPERIENCE:** Management Consulting | Technology | Professional Services | Manufacturing | Real Estate | Education & Nonprofit | Wealth Management | Private Equity
- Over **30 years of experience** spanning organizational consulting, leadership and executive coaching
- Specialist in **executive transitions, leadership development integration and culture transformation**
- **Keynote speaker and podcast guest**, speaks on making people development central to **business purpose and performance**
- **Co-author of Conscious, Capable, and Ready to Contribute:** How Employee Development Can Become the Highest Form of Social Contribution
- Professional Certifications in **Coaching and Mediation**, M.S., **Conflict Analysis and Resolution** from George Mason
- **Mentor Coach**, Junior Achievement of Greater Washington

Catherine Allen is Co-Founder and Chief Impact Officer of AO People Partners, where she leads the firm's leadership development practice and serves as the voice of AO's Vision: that people development in the workplace will become a recognized form of societal contribution. She is a trusted executive coach, strategic advisor on scaling leadership development, author and keynote speaker. Her work sits at the intersection of business growth and human development—helping organizations design leadership development systems that accelerate performance and unlock potential at every level.

Catherine specializes in leadership coaching and consulting, helping senior leaders and teams Own, Model and Drive development as a part of a company's business strategy. With a 30-year track record in organizational leadership and management consulting, Catherine deeply understands the complexity, pressure and responsibilities that come with senior roles and helps executive leaders and their teams work through the messy human realities of organizational life.

As AO's Chief Impact Officer, her focus is on guiding her team to build and deliver the full suite of service capabilities to help leaders lead effectively, develop their people and design and build development-centric cultures that enables strong performance while being practical and sustainable.

Known for her sharp insight, calm presence, and ability to ask the questions that shift perspective, Catherine brings both head and heart to her work. She is a powerful thinking partner—one who creates structured, safe space for deep reflection, clarity in complexity, and conscious action. Whether helping leaders make difficult decisions, navigate conflict, or reimagine their leadership model, she helps clients move forward with greater intention, influence, and confidence.

