



# Catherine Allen

Co-Founder & CEO

Catherine is passionately dedicated to helping leaders and organizations lean into the power of developing people to drive business success and meaningful social contribution.

Catherine brings over 25 years of experience working as an organizational and people skills development practitioner and executive coach. Catherine's coaching practice focuses on helping executive leaders and teams Own + Model + Drive business and people development in their companies.

She is known as a trusted and strategic thought partner who helps her clients to explore the heart of issues, what is possible, what is needed from their leadership, and what is holding them back.

As AO's CEO, her focus is on guiding her team to build the full suite of capabilities to help leaders re-imagine and create the culture, structure, systems, and incentives that make investing in conscious people development a more integrated and holistic way to foster the capabilities people and business need to grow and thrive today and tomorrow.

Catherine is co-author of a book with Ed Offterdinger titled, *Conscious, Capable, and Ready to Contribute: How Employee Development Can Become the Highest Form of Social Contribution*.

## ABOUT CATHERINE

- Leadership Coach, People Strategist, and Author
- Former President, Allen Impact Group
- Senior Organizational Development Practitioner and Executive Coach, SRA International
- Director, WISDOM Foundation
- Among her favorite things: cooking, great conversations over great meals, dance parties, reading, family hikes, and vacations

### FAVORITE QUOTE

**"Everything is perfect,  
and we get to figure out why."**

Over the years, this phrase has reminded me to look at everyone and everything as a teacher — a source of learning and growth. This way of thinking helps me navigate every aspect of my personal and professional life. Hang around me long enough and invariably life will dish up an opportunity for me to ask, "what might be perfect about this situation?"

### Memorable Moment

Encountering a very angry elephant while doing wildlife management research in Zimbabwe and living to talk about it