



AO PEOPLE
PARTNERS

LEADERSHIP DEVELOPMENT + CULTURE TRANSFORMATION

Catherine Allen

Co-Founder and Chief Impact Officer

Catherine Allen is Co-founder and Chief Impact Officer of AO People Partners, a Leadership Development and Culture Transformation firm dedicated to inspiring and supporting the conscious practice of people development in the workplace.

Catherine specializes in helping executive leaders and teams Own, Model and Drive business and people development integration in their organizations. Skilled in conflict resolution, communications, business strategy and change management, Catherine has a 30-year track record in organizational leadership and management consulting helping executive leaders and their teams design strategies and work through the messy human realities of organizational life. Catherine is a sought-after executive coach to executive leaders seeking to take their business to the next level of conscious growth and senior leaders transitioning to executive roles.

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 integrated and holistic people development cultures that are sustainable, practical and cost efficient. She also guides AO's thought leadership and commitment to helping clients achieve their desired results and impact. Catherine holds an M.S. in Conflict Analysis and Resolution from George Mason University and is a board-certified professional coach.

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