

Leadership Coach Profile

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Catherine Allen is Co-founder and Chief Impact Officer of AO People Partners (AO). She is a leadership coach and specialist in scaling business leadership and people development integration in the workplace. Skilled in conflict resolution, communications, business strategy and change management, Catherine has extensive experience working with executives seeking to take their business to the next level of conscious growth and senior leaders transitioning to executive level roles in private and public sector organizations in a range of industries. Catherine has a successful track record of helping leaders develop the awareness and skills they need to define and communicate clear vision and direction, make difficult decisions, successfully lead their organizations through change, motivate and engage an intergenerational workforce, and cultivate their own authenticity and presence.

Catherine's coaching practice focuses on helping executive leaders and teams *own, model, and drive* business and people development in their companies. She is known for being a trusted and strategic thought partner who listens well and creates a safe space for her clients to explore the heart of issues, what is possible, what is needed from their leadership, and what is holding them back. Through her skillful use of curiosity, powerful questions, keen insights, and sense of humor, Catherine helps her clients achieve their desired results through personal discovery—looking clearly at business realities, recognizing self-sabotaging behavior, maintaining clear vision and focus, and tapping into their own strengths. Catherine is especially passionate about working with leaders who seek to create the organizational environment that consciously develops and contributes to their employees' potential.

Catherine is the co-author of a book with Ed Offterdinger (Co-Founder and Chairman of AO) titled, "Conscious, Capable, and Ready to Contribute: A Fable-How Employee Development can become the Highest Form of Social Contribution," published through Conscious Capitalism Press.

Education & Credentials

Catherine holds an M.S. Conflict Analysis and Resolution from George Mason University, and a B.A., English from Boston University. In addition, she holds certifications as follows:

- International Coaching Federation (ICF) Accredited Certified Coach (PCC in progress)
- Certificate Professional Co-Active Coach, The Coaches Training Institute
- Certificate, Co-Active Leadership, The Coaches Training Institute
- Collective Leadership, Presence at Work
- The Leadership Circle Profile 360 Assessment, Culture Survey & Leadership Systems
- Facilitator, The Coaching Clinic: Coaching skills for managers, leaders and coaches
- Professional Facilitation, Interaction Associates
- Certification in Mediation, ADR Associate