



Coaching Profile

Charley Morrow, PhD

▶ **Area of Expertise**

360 Surveys & Feedback
Action Learning
Change & Transition
Competency Modeling & Development
Culture Change
Diversity & Inclusion
Engagement & Employee Surveys
Executive Coaching
Executive Selection
Leader Development (design & facilitation)
Performance Management
Program Evaluation
Succession Management
Teambuilding

▶ **Background**

Charley is a strategic advisor, assessor, and coach. For over 25 years, he has helped managers, executives, and organizations transition to new levels of performance. He is known for human, accurate, and insightful assessments and high impact development.

As a hands-on professional, he has coached over 500 leaders, authored over 100 assessment surveys, and developed leadership programs used by thousands. Charley works at the intersection of business results, leadership, and culture. He coaches and develops while keeping a keen focus on business needs and strategic context. His emphasis on learning from action grows from early career experience at Outward Bound. His current focus is on executive assessment for selection/succession, coaching, culture, and inclusion.

An entrepreneurial leader, Charley has started and helped to build successful ventures. He has managed teams in product-development, research, and consulting. Programs and assessments that he developed have been rolled out globally by Fortune 100 companies.

▶ **Professional Experience**

Co-founder, The Talent Assessment and Development Advisors (TADA)
Vice President Programs and Partnerships, Linkage
President, Sage Assessments
Consultant, Merck & Co, Inc.
Instructor and Course Director, Outward Bound

▶ **Education**

B.S., Psychology and Asian Studies – University of Wisconsin (Madison)
PhD, Industrial and Organizational Psychology – Tulane University

▶ **Education**

Bio/Pharma: Merck, Pfizer, Evonik, RTI, Partners. **Consumer:** P&G, Mark Anthony Brands. **Defense/Distribution:** BAE Systems, Raytheon, FedEx, USPack. **Energy/Mining:** Seven Generations Energy, Major Drilling. **Financials:** American Express, ARC Financial, Fidelity, John Hancock (Manulife), Loomis Sayles, MetLife, TIAA, Argosy Private Equity, Canadian Pension Plan. **Tech/Telecom:** Avaya, EBSCO, Keane NTT, Quantum, ON Semiconductor, Verizon. **NGO/Non-Profit:** National Audubon Society, Inter-American Development Bank, National Education Association, United Nations Development Program