

# KATELYN MCCOY

Center for Creative Leadership

mccoyk@ccl.org

## EDUCATION

2017-2019      M.A. Industrial-Organizational Psychology, George Mason University  
Applied Research Project: *Leadership and Unit Resilience: An Investigation of Beneficial Leader Behaviors (U.S. Army)*

2012-2016      B.S. Psychology, Louisiana State University  
Thesis: *The Effect of Emotions on Multi-Dimensional Source Memory*

## PROFESSIONAL EXPERIENCE

2024-Present    **Senior Applied Research Associate, Center for Creative Leadership**  
Strategic lead for impact measurement practices in CCL's executive coaching and licensing lines of business. Provide consultative services and applied research solutions internally and externally to drive data-informed leadership development globally.

2022-2024      **Evaluation Associate, Center for Creative Leadership**  
Managed and advised on evaluation practices related to CCL's executive coaching business. Consulted on the measurement of leadership development impact for clients like Dollar Tree, GSK, Salesforce, and Cincinnati Children's Hospital.

2021-2022      **Research Scientist, Human Resources Research Organization (HumRRO)**  
Proposed, designed, and managed assessment development and organizational research initiatives for public and private clients, primarily in the public safety, cybersecurity, and financial crime prevention sectors.

2019-2021      **Research Associate, Human Resources Research Organization (HumRRO)**  
Contributed to assessment development and organizational research initiatives for a variety of public and private clients, including the DOD, DHS, and the U.S. State Department, as well as College Board, the AAMC, and SHRM.

2017-2019      **Research Fellow, Army Research Institute for the Behavioral and Social Sciences**  
Led and collaborated on large-scale research projects modeling the taskwork of complex, hierarchical leadership structures and investigating leadership behaviors that contribute to Army unit resilience.

2016-2017      **Assistant Team Lead, AmeriCorps National Civilian Community Corps**  
Served full-time with a team of twelve to accomplish projects related to federal disaster response, community resource building, education, and environmental protection in Louisiana, California, and Oregon.

2012-2016      **Academic Assistant, LSU Center for Community Engagement, Learning, and Leadership**  
Facilitated community partnerships in service of LSU's community-based research and service-learning initiatives. Collaborated on research to better understand and improve the dynamics of university-community partnerships.

## **PROFESSIONAL SERVICE**

2020-2021     **Board Secretary, Personnel Testing Council of the Washington Metropolitan Area**  
Designed, planned, scheduled, and hosted educational content sessions for professionals in the field of personnel testing. Transitioned all program content to a virtual delivery environment during the pandemic.

2018-2019     **Master's Student Liaison, GMU I/O Psychology Student Association**  
Represented master's student needs and concerns to program faculty and director and consulted on potential solutions.

2017-2019     **Client Outreach Coordinator and Consultant, Volunteer Program Assessment**  
Coordinated consulting partnerships for volunteer program evaluations to improve engagement. Led partnerships, executed analyses, and trained new consultants.

## **PROFESSIONAL DEVELOPMENT AND HONORS**

2024     Maximizing Your Leadership Potential, CCL Leadership Development Workshop

2023     Better Conversations and Coaching, CCL Leadership Development Workshop

2017     The President's Volunteer Service Award

2017     United States Congressional Award

2017     AmeriCorps Diversity in Service Certification

2017     AmeriCorps Service-Learning Certification

2016     American Red Cross Disaster Response Certification

2016     NSF Graduate Research Fellowship Honorable Mention

2016     LSU Honors College Outstanding Thesis Award

2016     LSU Tom W. Dutton Service Award

2016     LSU Quality in Community Partnerships "Happy" Award

## **PROFESSIONAL AFFILIATIONS**

Society for Industrial and Organizational Psychology (SIOP) Professional Member

Interdisciplinary Network for Group Research (INGroup) Professional Member

## **RECENT PUBLICATIONS**

**McCoy, K. & DeStefano, C. (2025).** Exploring the unique value of coaching in leadership development programs: What stands out from leaders' experiences? *Center for Creative Leadership Research and Innovation Lab*. <https://cclinnovation.org/news-posts/exploring-the-unique-value-of-coaching-in-leadership-development-programs-what-stands-out-from-leaders-experiences/>

**McCoy, K., Landolt, T., Welsh, E., & DeStefano, C. (2025).** AI-assisted text analysis for coaching evaluation. *Center for Creative Leadership: Research Insights*. <https://cclinnovation.org/ai-assisted-text-analysis-for-coaching-evaluation/>

**McCoy, K. & Smith, D. (2023).** How coaching creates better leaders: Exploring the role of psychological capital. *Center for Creative Leadership Research and Innovation Lab*. [https://cclinnovation.org/news-posts/how\\_coachingCreates\\_better\\_leaders\\_exploring\\_the\\_role\\_of\\_psychological\\_capital/](https://cclinnovation.org/news-posts/how_coachingCreates_better_leaders_exploring_the_role_of_psychological_capital/)

**McCoy, K.** & Brondos-Fry, E. (2023). Put me in coach: Supporting developing leaders matters more than you think. *Center for Creative Leadership Research and Innovation Lab*.  
<https://cclinnovation.org/news-posts/put-me-in-coach-supporting-developing-leaders-matters-more-than-you-think/>

Armer, T., **McCoy, K.**, Verrett, B., Williams, A., Menson, K., & Lima, M. (2020). Telling our stories together: How universities and community partners co-create engaged scholarship. *Journal of Community Engagement and Scholarship*, 13(1). <https://doi.org/10.54656/TYHL2852>

## RECENT PRESENTATIONS

**McCoy, K.**, Landolt, T., Welsh, E., & DeStefano, C. (2025, April 2-5). *Capturing the complexities of leadership coaching: A test of AI-assisted evaluation* [Conference Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Kay, S. A., Cronin, M. A., Patton, C. B., Burris, E. R., Depenbusch, M. A., & **McCoy, K.** M. (2025). *Should've learned that in grad school: Gaps & solutions in the I/O practitioner curricula* [Conference Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**McCoy, K.** & Brondos-Fry, E. (2024, July 11). *A guide to coaching impact measurement* [Conference presentation]. Presented at the Carnegie Mellon University Tepper School of Business Leadership Insight Summit (Virtual).

Overland, P. & **McCoy, K.** (2023, December 13). *The positive impact of coaching* [Webinar]. Center for Creative Leadership. <https://events.ccl.org/wcc/eh/4553267/lp/4416778/the-positive-impact-of-coaching>

Balakrishnan, R. & **McCoy, K.** (2023, April 19-22). *Data-driven leadership development: Exploring post-pandemic challenges with AI* [Conference presentation]. Society for Industrial-Organizational Psychology Annual Conference, Boston, MA, United States.