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LEAD THE WAY

LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

SPEAKER BIO

Chris Coultas



Chris Coultas serves as Director of Science & Research, and Consultant, at Leadership Worth Following, LLC. In this capacity, Chris focuses heavily on data management and infrastructure, process improvement, predictive talent analytics, new product development, and cutting-edge research in the fields of leadership, assessment, development, coaching, and talent management. Much of his research focuses on the intersection of values, cognition, teamwork, and leadership. Most recently, he has led a firm-wide initiative to develop a proprietary tool for assessing drivers, motives, and values in leadership. Since joining LWF, Chris has built an expanding team of researchers and analysts and has overseen key hires in these areas. Additionally, he is responsible for developing and leveraging our Science Advisory Board for key insights, wisdom, and guidance.

In his role as a consultant, Chris conducts remote and in-person leadership assessments at a variety of organizational levels, ranging from manager to executive, in a variety of industries (e.g., Manufacturing, Retail, Financial Services). He leverages tools such as 360-degree feedback, client interviews, assessment centers, and psychometrics to provide data-driven insights into leaders' strengths, opportunities, motivators, and blind spots. Additionally, Chris has designed and delivered several workshops that incorporate recent research into the role that leadership values have on outcomes such as personal brand, engagement, customer service, collaboration,

and organizational culture.

When Chris works with leaders, he often helps them develop insight, knowledge, and skills pertaining to:

- Leadership Philosophy and Personal Branding
- Emotional Intelligence and Self-awareness
- Strategic Thinking and Effective Decision-Making
- Team Building, Alignment, and Collaboration

Chris graduated from the University of Central Florida (UCF) in 2014 with Master's and PhD degrees in Industrial & Organizational Psychology. During his tenure at UCF, Chris worked at the Institute for Simulation and Training, under Dr. Eduardo Salas, where he conducted research on teams, training, culture, leadership, leadership development, and coaching. He authored several peer-reviewed publications on coaching, leadership, and teams, and successfully authored a major research grant on coaching effectiveness that was funded by the Society for Human Resource Management. He also has two Bachelor of Science degrees from Liberty University in Religion and Counseling Psychology. Chris is also currently affiliated with the Society for Industrial Organizational Psychology, the Society of Consulting Psychology, and Quantitative and Qualitative Methods, all divisions of the American Psychological Association

FEBRUARY 6-10 2019

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