

**Carey Stevens Ph.D., C. Psych.**  
**Consulting Psychologist**  
**Advisory Services**

## ***Dr. Carey Stevens - Coaching Competencies***

Below is a table that identifies the competencies for which Business Psychologists Inc. requires for their coaches. This table summarizes the Competencies as it relates to Dr. Carey Stevens, the proposed coach for this engagement.

<b>Competency</b>	<b>Relevant Qualifications and Training</b>	<b>Relevant Experience</b>
a. Cognitive Capacity	<ul style="list-style-type: none"> <li>• Ph.D. Psychology</li> <li>• M.A. Psychology</li> <li>• Registered Psychologist</li> <li>• Ph.D. Thesis on the Development of Moral Reasoning Throughout the Life Span</li> <li>• M.A. Thesis on the Development of Self Esteem in Culturally and Financially Disadvantaged Children</li> <li>• Certified Mediator</li> <li>• Certification and License to Practice, New York City Board of Education – Early Childhood Education</li> <li>• Certification in MBTI</li> <li>• Certification in LEA360</li> </ul>	<ul style="list-style-type: none"> <li>• 30 years of clinical psychology experience</li> <li>• Ph.D. thesis work completed at Harvard University</li> <li>• Harvard University School of Education, Courses on Moral and Developmental Psychology</li> <li>• Purdue University Courses on Developmental Psychology</li> <li>• University of Toronto, Rottman School of Business, Executive HR Management Program</li> </ul>

Competency	Relevant Qualifications and Training	Relevant Experience
b. Creativity	<ul style="list-style-type: none"> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Certification in Fasttrack SAP Methodology</li> <li>• Canadian Practice Leader for Change Management – Deloitte Consulting</li> <li>• Owner, Director, Pulvermacher, Stevens and Associates, Clinical and Consulting Psychologists</li> </ul>	<ul style="list-style-type: none"> <li>• 30 years of Clinical Experience</li> <li>• 13 years of planning and visioning sessions within transformational change initiatives at Avaya, Global Crossing, Lucent Technologies, RCMP and CN Rail, Alterna Bank, etc</li> <li>• Coaching and Psychological Assessments provided to Public Service Commission – Executive Counseling Center</li> <li>• Created and Delivered the First Evidence Based Talent Segmentation Initiative in the Federal government at Service Canada</li> <li>• Created and Delivered the Change Management Tools and Templates for Shared Services at PWGSC</li> </ul>
c. Visioning	<ul style="list-style-type: none"> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Certification in Fasttrack™ (ERP implementation methodology) and ASAP (SAP implementation methodology)</li> <li>• 4 years as the National Practice leader for Change Management at Deloitte Consulting</li> </ul>	<ul style="list-style-type: none"> <li>• Completed several Planning and Scoping exercises for \$3m and higher transformation projects</li> <li>• Created and Delivered an office wide diversity study and deployment strategy.</li> <li>• Coach and facilitator for the development of a Bell Canada spin-off project – CERTIN</li> </ul>
d. Action Management	<ul style="list-style-type: none"> <li>• Leadership Effectiveness Assessment (LEA) Certification and 2 additional re-certifications and upgrades</li> <li>• Psychotherapist</li> </ul>	<ul style="list-style-type: none"> <li>• Have performed over 500 leadership Effectiveness Assessments and behaviorally based action plans</li> <li>• Have performed over 1000 psychological assessments within federal institutions and provided action planning consistent with their treatment and release plans</li> </ul>

Competency	Relevant Qualifications and Training	Relevant Experience
e. Organizational Awareness	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Rotman Business School Program - Executive HR Management</li> </ul>	<ul style="list-style-type: none"> <li>• Have conducted several global and local Technology Change initiatives in which Organizational Impact and Awareness are the initial phases of the project</li> </ul>
f. Teamwork	<ul style="list-style-type: none"> <li>• Ph.D., Clinical Psychology</li> <li>• M.A. Psychology</li> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Advanced Mediation Techniques</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> </ul>	<ul style="list-style-type: none"> <li>• Avaya- led a 217 person virtual team in 23 countries</li> <li>• Citizens Utilities – led a change leadership workstream within 46 states</li> <li>• Built team of Undercover operators within the RCMP and Criminal Intelligence Service of Ontario</li> <li>• NS Tourism strategy and team building with executives</li> <li>• NS Community Services – Strategic planning and team building with DM executive team</li> </ul>
g. Partnering	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Advanced Mediation Techniques – Ontario Board of Examiners In Psychology</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> </ul>	<ul style="list-style-type: none"> <li>• Avaya-developed partnering culture around technology implementation with IBM, Deloitte, Avaya and Lucent</li> <li>• Conducted knowledge transfer workshops in all large scale transformation projects which promoted a partnering culture and collaborative culture</li> </ul>
h. Interpersonal Relations	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Advanced Mediation Techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted several hundred mediation cases in both business and personal situations</li> <li>• Coordinated several global transformations integrating several cultures</li> <li>• Consultant responsible for assisting and coaching the Chief Integration Officer leading the merger of 2 banks</li> </ul>

Competency	Relevant Qualifications and Training	Relevant Experience
i. Communication	<ul style="list-style-type: none"> <li>• Ph.D., Psychology</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> <li>• Canadian International Institute of Applied Negotiation (CIIAN)</li> <li>• Advanced Mediation Techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Led the Change and Communication Workstream for several multinational organizational change initiatives over the past 10 years</li> <li>• Instructed Undercover Operatives in Communication and Body Language for RCMP, CISO and Correctional Services</li> <li>• Managed several communication programs in several clients over the past 10 years</li> </ul>
j. Stamina / Stress Resistance	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Certified Psychologist</li> <li>• Developed and Ran my own Psychotherapy and Coaching Clinic totaling 20 professionals and 10 staff</li> </ul>	<ul style="list-style-type: none"> <li>• Implemented integrated Financial Software within 23 countries, or 46 sites in the USA or 16 sites within Manitoba with budget and timeline issues requires stamina and the knowledge of dealing with resistance</li> <li>• Working with Forensic clients requires unending energy</li> </ul>
k. Ethics	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Ethics Team within Deloitte and working with the Chief Ethics officer</li> <li>• Previously co-authored the code of Ethics governing the deployment of Writing Custody and Access Assessments for the Ontario Psychological Association</li> </ul>	<ul style="list-style-type: none"> <li>• Ph.D. thesis on the Development of Moral Reasoning Across the Life Span – (parts published)</li> <li>• House of Commons workshop on Ethics</li> </ul>
l. Personality	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Certified Psychologist</li> <li>• Leadership Effectiveness Assessment (LEA)</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> <li>• Several 'protected' psychological tests often used in the coaching process</li> </ul>	<ul style="list-style-type: none"> <li>• 25 years of clinical experience</li> <li>• 25 years of conducting psychological assessments in forensic, personal, vocational and business settings</li> </ul>
m. Behavioral Flexibility	<ul style="list-style-type: none"> <li>• Ph.D.</li> <li>• Certified Psychologist</li> <li>• Myers-Briggs Type Indicator (MBTI)</li> <li>• Leadership Effectiveness Assessment (LEA)</li> </ul>	<ul style="list-style-type: none"> <li>• Plans change all the time in big projects.</li> <li>• Writing an article on "seeking the unexpected" for CATSA</li> </ul>

<b>Competency</b>	<b>Relevant Qualifications and Training</b>	<b>Relevant Experience</b>
n. Self-Confidence	<ul style="list-style-type: none"><li>• Ph.D.</li><li>• Certified Psychologist</li><li>• Myers-Briggs Type Indicator (MBTI)</li><li>• Leadership Effectiveness Assessment (LEA)</li></ul>	<ul style="list-style-type: none"><li>• 25 years of clinical experience</li><li>• M.A. thesis on the development of self esteem in disadvantaged children</li></ul>