
Dr. Carey Stevens C.Psych., ACFE ●

● *Business Psychologists Inc.* ●

● *CEO/Executive Coach*

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Overview - Carey has over 45 years of experience in behavioral psychotherapy, business and family mediation and forensic assessments and over 25 years of experience in the execution of large, complex business transformations. His guiding philosophy is to integrate psychological principles with innovative management practices that resolve complex organizational challenges and result in sustainable personal changes. Carey's unique history of blending psychological and business insights coupled with his hands-on style has provided his clients with deeper and more insightful executive coaching, transformational change management, talent management, and career transition within a business transformation environment.

Coaching Philosophy - People issues are increasingly becoming the focus of senior executives at leading organizations around the world. Carey believes there is a surging People Agenda in all organizations that now requires them to attract and retain top talent and place them into meaningful opportunities with stimulating learning environments which will promote their growth and development. Carey's coaching philosophy ensures that this is personalized, solidly linked to a rigorous philosophical, theoretical and scientific foundation and is integrated with the overall business objectives and existing leadership strategy. Although his approach is to align individual development needs and overall business objectives in maximizing performance, as a psychologist he also understands that there are human factors that come into play and takes them into account in each individual situations.

Coaching Focus - Carey understands that different coaching services are provided to clients at different levels of an organization dependent on individual needs, experiences and requirements. Typically, he has found that the higher the position or level of the person being coached, the greater the degree of leadership or management competency customization that is required:

In-Depth Developmental Coaching – This is the most comprehensive type of coaching and can be used with executives and managers at all levels. In-depth coaching involves the establishment of strategic priorities, identification of critical success behaviours/skills, extensive assessments (via interviews, feedback, 'job shadowing') of individual capabilities and the design of a rigorous individual development plan and series of one-on-one coaching sessions. In-Depth coaching is not a 'one style fits all' approach and therefore, the coach who delivers this type of coaching must have the experience in diagnosis and interventions, human behaviour and human motivation. Such a package might include 'protected' *psychological* assessments, career assessments, and 360-degree assessments. Finally, while this form of coaching is aimed both at attitude and behaviour change, it has the most rewarding impact as it seeks to have the individual internalize the process and in a sense, transform him/herself.

Feedback Coaching – This type of coaching can be used as follow up to a coaching engagement or as an independent coaching exercise. It typically includes a significant interview component followed by a selection of psychological, management or career oriented assessment tools. The coaching is designed to provide feedback (e.g., 360° Assessment, interviews) to leaders and facilitate creation of an individual development plan to address the individual's specific developmental and behavioral needs. Feedback coaching is commonly used with managers at all levels. However, this cannot simply be a skill development exercise in order for it to be sustainable. It must involve understanding of the business, the specific audience, and the individual's motivations.

coach to a senior executive. The coach acts as a 'sounding board' and helps the executive to navigate through specific challenges (managerial/leadership, competency, interpersonal skills or values and ethics).

Content Coaching – This type of coaching focuses on developing various competencies that are more associated with specific skills and abilities (i.e., Transformational Change Management, Dealing with Difficult People, Team Building, etc.) Content coaching is most commonly offered to executives or mid-level managers who require the development of particular skills in a compressed period of time.

Experience - Carey has been a practicing psychologist, business transformation consultant and executive coach for over 35 years. Carey has provided coaching and leadership development services for individuals and several Fortune One Hundred corporations in Canada, United States, Europe and Asia Pacific. Some of these organizations included: Lucent-Alcatel, Avaya Communications, Canadian Security and Intelligence Service, CATSA, Irving Oil, Deloitte Consulting, Criminal Intelligence Service of Ontario, RCMP, Alterna Bank, Canada Post Corporation, Ontario Superintendent of Financial Institutions, and United States Department of Homeland Security. Additionally, Carey has a history of working within harsh environments of high conflict and high ambiguity. He has demonstrated the resilience and persistence required to deliver under stress where deadlines are critical. At the same time, Carey prides himself on being a builder of teams and a developer of people. While he has led several teams of varying sizes and geographies, he has also demonstrated that he can be a 'hands-on' practitioner who 'gets involved' with his clients as indicated by his long-standing and continuous relationships.

Education and Professional Certifications -

Doctoral Degree in Clinical Psychology
University of Ottawa; Ottawa, Ontario, 1972-1978
(College of Psychologists – 1978)

Masters Degree - Psychology
New School for Social Research: New York City, 1969-1971

University of Toronto, Rottman School of Business, Executive Program in Human Resources Management, March, 2005

Collaborative Family Law - Level 1 and 2
Alternative Dispute Resolution Institute of Ontario May 2015

Family Law Arbitration – University of Waterloo, Canada - Certification in Progress

Traumatic Incident Recovery (PTSD) Training – Certification in Progress

Association of Certified Fraud Examiners
Certification 2012

Canadian International Institute of Applied Negotiations

ICF Certificate (Certification in progress)
*Erikson College)

Personal – Carey has been married for 48 years, and has competed in 17 marathons and 10 triathlons. He has published several articles in the area of white collar crime and in the area of the development of moral and ethics.