

# Rebecca Turner, Ph.D.



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Rebecca has over 25 years of diverse professional experience including organizational consulting, coaching executives, social science research, and teaching. In 2002 she started Turner Consulting Group LLC in San Francisco where she provides leadership development for leaders with new demands on their performance and for high potential executives. Her process typically includes a phase of assessment, development plans, implementation and evaluation of results. Given many years as an applied researcher, Rebecca is strong in developing approaches to assessment and integration of data to address leaders' most pressing challenges in organizations. Her training in coaching is broad-based, including work at Center for Creative Leadership (CCL). Previously, she taught executive coaching, assessment and team development to graduate students in organizational psychology.

For a variety of reasons, leaders are often challenged because they do not have all the information they need to determine the underlying causes of problems such as poor dynamics in the executive team, performance that is lower than expected given the high level of talent available, too much turnover, lack of collaboration, too much conflict at different levels of the organization, and difficulty deciding when and where to make the bold moves. These are times when the outside view of an external consultant can serve as a catalyst for decision-making, and better leader and team performance. Central to the consulting process is creating a shared understanding and a roadmap, which are based on data and a clear set of objectives. Rebecca's work in leadership development often includes individual coaching, team development, and conflict management. In essence, all of these processes can lead to a change in the culture of the organization.

In many other cases, performance is good, and there is a need to keep it going -- to examine where things are working well and where they can be enhanced for the future. Working with executives in both small and large companies, and in government organizations, her clients include individuals and teams in technology, medicine, healthcare, financial services, architecture and design, law, manufacturing and academia. She is certified in many individual and team assessment tools.

Rebecca was a principal investigator and collaborator for scientific studies in health and behavior at University of California, San Francisco School of Medicine. She is thus familiar with the challenges of securing funds for research, using innovative methods, and developing multi-disciplinary teams. Rebecca also spent two decades as a professor at California School of Professional Psychology (Organizational Psychology Program) in San Francisco and was Director of two different programs where she led several transitions and organizational change. Currently, Rebecca is a member of the Executive Board of the Society of Consulting Psychology and a member of the Society of Industrial/Organizational Psychology. She holds a Ph.D. in psychology from The George Washington University and in the early '90s was a postdoctoral scholar at Stanford University. Rebecca has authored numerous articles including those for academic journals and conference presentations. Recent articles include approaches to executive coaching and the challenges for women leaders in science, technology and engineering.