

# Carylynn Larson, Ph.D., PCC

## Organization Psychologist, Executive Coach, Facilitator



Carylynn (Cary) Kemp Larson brings a rare combination of expertise and experience in leader development and team dynamics. She is both an accomplished Executive/Leadership Coach and a Master Facilitator. Cary leverages her training as an Organizational Psychologist to address her clients' requests in the context of corporate, group, and individual dynamics. She appreciates the impact of corporate culture, group norms, and personalities. She has extensive experience working with the most skeptical of audiences, from senior military leaders to scientists and attorneys. As a facilitator, Cary ensures that groups accomplish their meeting objectives while also elevating their capacity to create positive conversational dynamics for themselves.

Cary holds a Ph.D. in Industrial/Organizational Psychology (George Mason University). She has served on faculty at The George Washington University, George Mason University, the United States Naval Academy and (currently) The American University. Her work has helped organizations promote leader adaptability, accelerate team formation, build teamwork across siloes, and manage change. She is regularly called upon to facilitate senior leadership meetings, design leadership programs, and speak at leadership conventions on topics such as leading change, employee engagement, adaptability, and resilience. She is the author of *The Coaching Companion: Get the Most from Your Coaching Experience and Leverage Your Leader-Coach*.

Cary is herself an entrepreneur and community leader. In 2008 she founded Rock Recovery, a local mental health non-profit. Cary served as Executive Director for 5 years and currently serves as Board President. Her greatest joy is spending time with her husband, son, and extended family.

### CARY HELPS HER CLIENTS:

- Increase social and emotional skills
- Strengthen communications and relationships
- Stop reacting and start being mindful
- Stay calm and composed in the most tumultuous and straining of environments
- Influence resistant team members and other stakeholders
- Build bridges across corporate divides
- Push the boundaries of innovation

### SAMPLE CLIENTS

- PayPal
- Expeditors
- Chevron
- eBay
- Novavax
- SRAM Corporation
- World Bicycle Relief
- Luminar Technologies
- National Science Foundation
- National Nuclear Security Administration
- Department of Defense
- Smithsonian Institution
- Department of Homeland Security
- Georgetown University
- Fairfax County
- GRID Alternatives

### AFFILIATIONS & CERTIFICATIONS

- International Coach Federation (PCC)
  - Institute of Coaching (Fellow)
  - Society for I/O Psychology
  - American Psychological Assoc.
  - DEI in the Workplace Certificate
- Assessment Tool Certifications
- Team Dialogue Indicator
  - Leadership Circle Profile
  - Emotional & Social Competence Inventory (ESCI)
  - Leader Network Diagnostic
  - CCL Assessment Suite
  - Conflict Dynamics Profile
- Work Style Certifications
- Enneagram
  - DiSC
  - MBTI
  - Predictive Index
  - Influence Style Indicator