

VICKI V. VANDAVEER, PHD

Dr. Vandaveer has worked with executive leaders and their leadership teams to enhance their effectiveness and their organizations' performance for more than 30 years. She has significant international experience, and as a business consulting psychologist has focused her practice in these areas:

Executive Advisory Services -- Organization Effectiveness and Change

- Diagnostic assessment – organization effectiveness, health, and needs for achieving excellence
- Culture change - Needs, Strategy, Planning, Implementation
- "Sounding board" / thought partner to Management – performance, people, change
- Measurement of progress and results

Executive / Leader Development Coaching

Individuals

- Elevate leadership effectiveness
- Quickly, effectively transition to new leader role
- Measurably improve individual, team and organizational performance
- Improve effectiveness with internal and external key stakeholders
- Strengthen skill in leading executive team, including multi-cultural, mixed-heritage, globally distributed, and/or highly accomplished professionals who resist being "managed or led".

Teams

- Identify core values, capitalize on individual differences, strengthen relationships and achieve step-change in productivity together
- Fast-track new leadership team's effectiveness
- Renew, refocus, re-energize leadership teams - resolve conflict
- Develop multi-cultural Leadership Teams' effectiveness for maximum effectiveness and productivity

Executive / Professional Assessment

For Selection

- Avoid costly mistakes in selection / promotion
- Identify signature strengths, limitations, and development needs for particular organization and target role
- Assess degree of fit with organizational culture
- Get beneath surface projections – to core attributes, values, motivational drivers, temperament, needs, capabilities

For Development

- Confidential Key Stakeholder Feedback interviews for use in individual development
- Online leader effectiveness inventories plus in-depth interview for helping to better understand key stakeholder perceptions and for helping to pinpoint key focus areas for development
- Individual assessments for use in leadership team development and performance enhancement

Special Services:

❖ Diversity and Inclusion

- Helping leaders create psychologically healthy and inclusive cultures
- Helping individuals resolve their specific challenges in a supportive, safe and effective way

❖ Next Launch Transitions -- Cultivate Your Significance

Limited offering for those whose aspirations transcend career capstones, who seek to leave lasting positive impact on this earth. By application and invitation only.

**Professional
Experience**

CEO, The Vandaveer Group, Inc.

Houston, TX 1993-Present

- Trusted Advisor to Leaders on leadership, personal effectiveness and productivity, and organizational performance
- Executive Leadership Development Coaching (corporate, academic, medical, professional services firms) and high potential professionals
- Leading and Managing Change – mergers and acquisitions; divestitures
- Organizational Assessment, Intervention, Process Facilitation, and Conflict Resolution
- Executive Assessment of candidates for selection to key positions and identification of development needs
- Professional Assessment for Development
- Leadership Team Coaching – including multi-cultural team development
- [Experience includes U.S.; Asia: Singapore, Hong Kong, Malaysia, Thailand, Philippines, India, Pakistan, Sri Lanka; Africa: Central and Southern Africa; East Africa; Australia; Europe: France, Germany, Greece, Italy; U.K.; Canada; Latin America: Brazil; Mexico]

Client Industries: Oil & Gas; Energy Services; Engineering & Construction; Academic Medical Centers; Health Care; Professional Services Firms; Consumer Products; Telecommunications; Nonprofits; Professional Associations.

Director – Human Resources Planning & Development, The Hay Group

Houston, TX 1992-1993

- Advisor and Executive Coach to top executives – engineering and construction; health care system
- Lead change management consultant – healthcare system merger (1992-93)

Senior Consultant, Jeanneret & Associates

Houston, TX 1989-1992

- Global organizational assessment and targeted intervention for needed change for large international consumer products company
 - Worldwide Management Retention study (7 countries)
 - Developmental Assignment Planning study – top 200 Leaders
 - Brand equity study
- Development and statistical validation of company-proprietary, selection procedures (tests and interviews) for all hourly positions in Refining, Chemical, Pipeline, Mining and Marketing (major oil company)
- Conduct of Individual Psychological Assessments for management selection – nuclear power facility; homebuilder; major telecommunications company; multinational engineering & construction company.

Director of Personnel Research & Development, Southwestern Bell Telephone Company

St. Louis, 1985-1989 [beginning at AT&T divestiture]

- Advisor to top management - leading Change during divestiture from AT&T – transforming from an operating company to a successful stand-alone telecommunications company.
- Executive development coaching to top management, helping them elevate their performance as leaders of the new, stand-alone company in a new, highly competitive, telecommunications environment.
- Development and management of HR Research & Development group – responsible for developing and maintaining valid and fair employee assessment and selection/promotion procedures for 16,000 management and 36,000 non-management employees.
 - (Most notable) Developed, validated, implemented, and helped successfully defend (union arbitrations and EEOC challenge) a Technical Knowledge Test for selection of technicians, which enabled the company to compete with new companies who had not bargained away the right to require a technical degree or certification.
- Development, implementation and management of company-wide performance management system.
- Expert witness - arbitrations and EEO investigations in support of selection procedures, staffing, and performance management system – all judgments in favor of the Company.

<p>Professional Experience (Continued)</p>	<p>Internal Organizational Effectiveness Consultant, Shell Oil Company Houston, TX 1981-1985</p> <ul style="list-style-type: none"> • Development and statistical validation of pre-employment tests and interviews for all management and hourly positions in Headquarters and the field. • Advisor to president of Shell Mining Company - organizational design and development; selection of Mining Engineers; conflict resolution – engineers and technicians; and Leadership Team development. • (Flowing from doctoral dissertation research) Development of performance management system, including training for giving and receiving performance feedback effectively – implemented company-wide. • Conduct of organizational effectiveness assessments, design and facilitation of targeted interventions for improving organization effectiveness – upstream and downstream. <p>Design and implementation of U.S. Shell’s first employee opinion and need assessment surveys; analysis of the results and facilitation of processing and action planning with management teams.</p> <p>Graduate Student Intern, Shell Oil Company Houston, TX 1978-1981</p> <ul style="list-style-type: none"> • Conducted doctoral dissertation research – tested a theoretical model of cognitive and affective response to performance feedback. Developed Shell U.S. - wide performance management and feedback system. • Developed and statistically validated employee selection tests and interviews. <p>Graduate Student Intern, Exxon Company USA Houston, TX 1977-1978</p> <ul style="list-style-type: none"> • Performed statistical analyses for test validation and opinion surveys • Conducted Masters Thesis research – assessing differences in management leadership assessment profiles between men and women in Exxon management positions
<p>Selected Publications</p>	<p>Vandaveer, V.V. and Palmer, S. (2016). (Co-Guest Editors). [Special Issue] International Perspectives in Coaching Psychology [Special Issue]. <i>Consulting Psychology Journal: Practice and Research</i>, 68(2).</p> <p>Vandaveer, V.V., Lowman, R.L., Pearlman, K. and Brannick, J.P. (2016). A Practice Analysis of Coaching Psychology: Toward a Foundational Competency Model. [Special Issue] <i>Consulting Psychology Journal: Practice and Research</i>, 68(2).</p> <p>Vandaveer, V.V. (2015). If people would only cooperate – and the world stand still! A Practitioner’s Perspective. In Special Issue: The physics of leadership and organizational structure. <i>Consulting Psychology Journal</i>, 66 (4), 310-315.</p> <p>Vandaveer, V.V. and Rizzuto, T.E. (2014). In the wake of disaster: Facilitating business recovery. In Reichman, W., Ed., <i>Industrial and Organizational Psychology Help the Vulnerable: Serving the Underserved</i>. Palgrave Macmillan, New York.</p> <p>Vandaveer, V.V. (2012). Dyadic team development across cultures: A case study. In Cooper, S. (Ed). <i>Consulting in International Contexts</i>, Special Issue of <i>Consulting Psychology Journal</i>, 64 (4), 279-294.</p> <p>Vandaveer, V.V. (Spring 2006). Executive Coaching. Invited essay in <i>Encyclopedia of Industrial and Organizational Psychology</i>. Sage Publications, New York..</p>
<p>Professional Credentials & Activities</p>	<ul style="list-style-type: none"> • Fellow – American Psychological Association (APA) • Fellow – Society for Industrial/Organizational Psychology (SIOP) • Fellow – Society of Consulting Psychology (SCP) • Ph.D. in Industrial/Organizational Psychology, U. Houston; Houston, TX (1981) • Licensed as a Psychologist – TX / emphasis – Organizational and Business Consulting Psychology • Adjunct professor of psychology - Rice University & University of Houston (1982-85; 1990 – 2008). • Member of U.S. State Department Board of Examiners for Foreign Service (1995-2004).

	<ul style="list-style-type: none"> • Executive Committee - National Academy of Sciences Board on Testing and Assessment (1999-2001)
Professional Associations	<ul style="list-style-type: none"> • American Psychological Association – Fellow <ul style="list-style-type: none"> ○ Council of Representatives – representing the Society of Consulting Psychology (2018-21) ○ Board of Professional Affairs (2006-09) ○ APA Presidential Task Force to revise the model licensure act (2006-2010) ○ Chair – Board of Governors, College of Professional Psychology (1995-98) ○ Board of Scientific Affairs representative to College of Professional Psychology (1994-99) • Society for Consulting Psychology (SCP) – Division 13 of the American Psychological Association - Fellow <ul style="list-style-type: none"> ○ President (2014-15); Executive Board (2013-present) ○ APA Council Representative (2018-21) ○ Chair – Coaching Psychology Credentialing Committee (2011 - 2014) ○ Chair – International Shared Interest Group (2005 – 2008) ○ Chair – Disaster Response Team (2008 – 2011) • International Society for Coaching Psychology (ISCP) <ul style="list-style-type: none"> ○ Honorary Vice President (2015-present) ○ Steering Committee (2013-present) • Society for Industrial/Organizational Psychology (SIOP) – Division 14 of the American Psychological Association – Fellow <ul style="list-style-type: none"> · APA Council Representative (1992-95) · Chair – Professional Practice Committee (1995-96) · Chair – State Affairs Committee (1987-90) · Member – Blue Ribbon Committee on I/O Psychologists’ Credentialing (1990-91) · Member – SIOP Program Committee; APA Program Committee; Education & Training Committee; Fellows Committee; Membership Committee (between 1982 and 1995) · Katrina Aid & Relief Effort (KARE) – Organizer and Chair (2005-06) • International Association of Applied Psychology
Awards	<ul style="list-style-type: none"> * Elliott Jacques Memorial Publication Award with Distinction of Most Outstanding Article in 2016, awarded by Consulting Psychology’s Editor and Editorial Board - American Psychological Association’s Division 13, Society of Consulting Psychology, for: Vandaveer, V.V., Lowman, R.L., Pearlman, K. and Brannick, J.P. (2016). A Practice Analysis of Coaching Psychology: Toward a Foundational Competency Model. [Special Issue] <i>Consulting Psychology Journal: Practice and Research</i>, 68(2). * SCP’s RHR International Award for Excellence in Consultation (Aug 2009 – Toronto) * SCP - Exemplary Impact Commendation (2006) for leading the Katrina Aid and Relief Effort to help Gulf Coast businesses recover / rebuild after hurricane Katrina; and for personally working with the Louisiana SPCA to help them recover and rebuild their organization after Hurricane Katrina. * Louisiana Senate Resolution 118 (2006) – presented to Society of Consulting Psychology (SCP) for the KARE initiative – in turn presented to Vicki Vandaveer by SCP for leading the effort.
Other Relevant Work	<ul style="list-style-type: none"> • Co-led the development of a CEO Performance Evaluation system for APA, and updated each year (2009-2016) • Co-Leader of an APA-sponsored research project to identify the competencies required for psychologists who do executive coaching (2013-16). • Consultation to the Executive Management Group of the American Psychological Association: Leading and managing organizational change (NOV 2016)