



Stephanie McCray
Senior Consultant

Stephanie comes to *The Leader's Edge/Leaders By Design* as a seasoned consultant with extensive experience the corporate, academic and non-profit sectors. Stephanie's personal mission is to equip leaders to lead. One of Stephanie's core competencies is to coach senior leaders to:

- Confront behaviors that create breakdowns in relationships
- Improve business processes that hinder high performance and
- Adopt best practices that accelerate growth

Stephanie spent 13 years in the Insurance Industry where she held a variety of positions with increasing responsibility. She is especially proud of leading a team of attorneys that submitted a case to the Appellate Court, which set precedent in the State of Illinois and was featured in the Chicago Daily Law Bulletin. Stephanie also spent 7 years in the Health Care Industry where she worked as a internal consultant specializing in strategic change, talent management and leadership development.

As an adjunct faculty member with the Executive Education Program at Loyola University, Stephanie teaches Graduate MBA courses on International Business Strategy, High Performance Work Systems and Conflict Resolution for Senior Leaders. Stephanie's passion for working with People of Color led her to the National Society of Hispanic MBA's where she was instrumental in the launch an Executive Coaching Program for their senior level members.

Stephanie holds a Bachelor's Degree from the University of Illinois at U-C where she graduated with honors. She completed a Master's Degree in Organization Development from Loyola University-Chicago in 2005. She received certification as an Executive Coach through New Ventures West, a professionally accredited coaches training organization that is recognized by the International Coach Federation (ICF).

Stephanie is qualified to administer several state of the art 360 assessment instruments (including PDI, Lominger and the LEA) and has received extensive training in conflict management from the Center for Conflict Resolution in Chicago. Stephanie is listed in the Manchester's Who's Who Registry of Executives and Professionals and is a member of the National Association of Female Executives, the International Coach Federation, the American Society for Training and Development and the Organization Development Network.