



## Psychē Bio-sheet



Eileen Harris, Ph.D.  
Principal Consultant

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*“Eileen was a co-presenter for a multi-session Leadership course in which I was participating. I found her to be an excellent communicator with strong presentation skills. She has a deep knowledge of her subject matter and is especially adept at helping others to understand it also. She has a confident, professional demeanour that provides a strong example for students of the Leadership content she teaches. I would be very happy to work with her again.”*

- [Anna Capaldi](#), Director, Wyeth Pharmaceuticals

With an extensive background in executive coaching, fundamental research, curriculum development, and teaching at all academic levels (Grade 1 to post-graduate) and in corporate environments, Eileen has identified one common element to success: individuals engaged in what they are doing or learning. Holding a Ph.D. in Psychology, Eileen has directed her experience and skills to a new passion: leadership development, and creating innovative work environments.

Eileen specializes in the following areas of expertise:

### **EXECUTIVE COACHING**

Using a structured method she co-developed with the renowned UK-based RosTaylor Group, Eileen has worked with C.E.O.s, Presidents, Vice-Presidents and candidates identified as future leaders for such clients as Royal Bank of Scotland, The Bank of Nova Scotia, Wyeth, Pfizer, ManuLife, and SunLife Financial. In a program, comprised of 12 sessions, leaders will benefit from gaining a greater insight on themselves and their leadership style. Program modules help leaders: cope with diversity, develop more creative work environments, manage risk, create an engaged workforce, and become comfortable with power.

### **EMPLOYEE ENGAGEMENT TRAINING FOR MANAGERS**

Some managers are naturals at engaging their employees, but engaging is not just for those with instinct. Managers can be trained to develop this important skill using an analytical talent-based approach that takes the guesswork out of engagement. The more managers that can effectively engage their employees, the more your company gets out of its single biggest resource: its people.

### **CUSTOMER & EMPLOYEE ENGAGEMENT CONSULTING**

The keys to engaging your employees (EE) and your customers (CE) already exist in your organization. Tailored EE & CE solutions are developed by characterizing the level of employee and customer engagement, identifying areas of strength and weakness, illustrating how it impacts your business, and developing strategies for optimizing engagement. An increase in revenue, profitability, and morale, and lower employee turnover are just a few of the benefits of effective EE & CE.

### **BRAND ENGAGEMENT CONSULTING**

Do your employees believe in your brand? Are you having challenges getting your employees to understand your vision for the business? There is a very strong link between employee engagement, business performance and a clear brand that can be understood and supported by your employees. A compelling internal brand strategy can be developed by working effectively with your key strategists, communications, marketing and HR professionals.

## Education History

<b>Post-doctoral fellow</b> – Queen’s University, Kingston, ON	<b>2003-2005</b>
<b>Ph.D. (Educational Psychology)</b> – University of Ottawa, Ottawa, ON	<b>1999-2003</b>
<b>M.A. (Psychology)</b> - McGill University Montreal, QC	<b>1988-1990</b>
<b>Diploma in Education</b> – McGill University, Montreal, QC	<b>1985-1986</b>
<b>Bachelor of Arts</b> – McGill University, Montreal, QC	<b>1982-1985</b>

## Employment History

### **Principal Consultant – Psychē**

*Executive coach, curriculum designer, & lead researcher.*

May 2010 to present.

### **Executive Coach & “Just Leadership” Trainer - RosTaylor Group**

*Responsible for training and coaching of executives and technical experts for clients. "Just Leadership" foundation modules included What Kind of Leader are you?, Leading from the Front, Leadership and Power, and Creative Leadership.*

December 2006 – May 2010

### **Professor - University of Ottawa**

*Responsible for designing, developing, coordinating and delivering courses, creating course syllabi and teaching / evaluating students.*

January 1999 – January 2008

Other experience: **Vice-President** - Carver Communications, **Elementary Teacher** - Ottawa District School Board

## Research Projects

### **Learning Through the Arts, Queens University**

Conducted a 3 year research project designed to assess the effects on academic achievement of incorporating the arts into classrooms. The study required the creation of a program to develop teacher’s own artistic competence and confidence, organizing professional artists to work in schools across the country to infuse the curriculum with arts and subsequent evaluation of the impact of each of these versus control groups.

### **Using Technology to Teach Masters Violin, Apple Computer Canada**

In coordination with the National Research Council of Canada, and Pinchus Zuckerman –conductor of the National Arts Centre Orchestra–, the use of video-conferencing was evaluated to teach master violin classes.

### **Digital Video in the Classroom, Apple Canada**

The study included interviews of teachers in six schools over a two-year period to assess the effect of using technology and project-based learning on changes in teacher practices and/or beliefs.

