



Derek Steinbrenner
Principal & Director of Operations

Derek specializes in the design and implementation of strategic coaching programs in large organizations, including executive and internal coaching practices, targeted coaching initiatives, and accelerated development programs for high potentials. Derek also manages the operations of Cambria's Coaching practice, where he oversees Cambria's global coach network and leads the development of Coaching Director[®], the firm's online coaching management system. In addition to his work in the coaching field, Derek's consulting work spans the talent life cycle and has included competency framework development, performance management and talent development process design, organizational survey design and data analysis, 360-degree assessment and feedback delivery, training program design and delivery, program evaluation architecture.

Prior to Cambria, Derek worked as a consulting psychologist for the Institute for Psychological Research and Application, where he consulted on the development of staff allocation models, the evaluation of selection and performance appraisal systems, and job analyses for certification programs.

Derek received a BA in psychology from Tufts University, an MA in industrial and organizational psychology from Bowling Green State University, and an MBA from Columbus State University. He is a member of the Society for Industrial & Organizational Psychology (SIOP), the OD Network, and the International Consortium for Coaching in Organizations (ICCO). He is also a co-author of Cambria's Coaching Impact Study[™], and has frequently spoken and published on the subject. A chapter on the Coaching Impact Study was published in the 2010 book *Advancing Executive Coaching*.