



Derek A. Steinbrenner
Principal

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 operation and growth of Cambria's Coaching practice, where he oversees our global network of independent coaches and leads the development of Coaching Director™, Cambria's online coaching management system. In addition to his work in the Coaching field, Derek has consulted to clients on competency-based role and career profiles, performance and talent review processes, training and development programs, organizational surveys, and a range of web-based human resources solutions.

Prior to Cambria, Derek worked as a psychologist at the Institute for Psychological Research and Application (IPRA), 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 co-author of Cambria's Coaching Impact Study, and has frequently spoken and published on the subject. Derek is a member of the Society for Industrial and Organizational Psychology and the International Coach Federation.