



## **Catherine Stakenas, MA**

**Senior Director of Organizational Development and Leadership**

Catherine earned her master's degree in integrated professional studies from DePaul University and has been an associate professor at The Chicago School of Professional Psychology since 2004. She is certified in the use and interpretation of 28 self-assessment instruments, including Everything DiSC, Emotional Intelligence, MBTI, Situational Leadership, Thomas-Kilmann Conflict Mode Instrument, Leadership Style Inventory, and Organizational Climate Inventory. Catherine has designed and taught Organizational Behavior, Organizational Culture and Design, Work Team Dynamics, Organizational Leadership, Applied Research, and Organizational Consulting courses on a master's and doctoral level, both on campus and online.

Catherine currently works as the Senior Director of Organizational Development and Leadership at ASCP, which includes performance management. Catherine began her leadership activities while working in the laboratory, and over the course of her career, her studies have focused on leadership skills and competencies. She built ASCP's Leadership Academy and ASCP's Management Academy, which offer leadership training to ASCP staff through respected, valid, and reliable self-assessments and peer-to-peer learning. The Leadership and Management Academies provided three years of applied research for the development of the ASCP Leadership Institute.

Catherine's analytical approach to coaching is focused on the use of self-assessment instruments and behavioral awareness to guide the leadership development process. Catherine has worked with major corporations, nonprofits, and small businesses for more than 20 years.



## **Lotte Mulder, EdM**

**Senior Manager, Organizational Leadership and Patient Engagement**

Lotte earned her master's degree in education from the Harvard Graduate School of Education in 2013, where she focused on Leadership and Group Development. While there, she became the Chair of the Harvard Graduate School Leadership Institute, a semester-long intensive leadership course for 30 selected participants from the 12 graduate schools at Harvard. In addition, she worked at the Center for Public Leadership at Harvard's John F. Kennedy School of Government, co-facilitating and redesigning its leadership courses.



Originally from the Netherlands, Lotte brings a profound knowledge of other cultures and differences in leadership styles. Professionally, Lotte comes from a background in experiential leadership, working in Africa, Latin America, Asia, and the U.S. She has worked to increase leadership skills in young adults through cultural immersion, service learning and refugee issues, and cross-cultural interpretation. She also redesigned and facilitated leadership trainings for other experiential leadership staff and instructors, emphasizing hands-on facilitation methods and qualitative evaluation systems. After graduate school, Lotte started her own consulting company, focusing on establishing leadership practices in organizations, creating effective organizational structures, and interpersonal coaching.

Lotte currently works as the Senior Manager of Organizational Leadership and Patient Engagement at ASCP. She is a certified trainer in multiple leadership assessment tools and facilitates leadership courses to ASCP staff and members. She designed and now directs and facilitates the ASCP Leadership Institute Certificate Program.

Lotte is currently also pursuing her PhD in organizational leadership at the Chicago School of Professional Psychology.