



Lauren S. Harris, Ph.D.
Consultant
Turknett Leadership Group

Dr. Lauren Harris is a consultant with Turknett Leadership Group. She received her B.A. in Psychology from Emory University, and her M.S. and Ph.D. in Industrial/Organizational Psychology from the University of Georgia.

Lauren has consulted with a variety of organizations including Fortune 500, non-profit, and government agencies in the areas of job analysis, competency modeling, selection, performance management, employee opinion surveys, leadership, and organizational development. During graduate school, Lauren served as the Research Associate for Turknett Leadership Group helping in the development of many of the assessments used today. She also worked in the Corporate Learning and Development Department at the United Parcel Service before returning to TLG.

Lauren's research interests include leadership development's impact on job and career related attitudes, as well as overall performance. Lauren was chosen as a Highly Commended Award Winner for her research using Turknett data entitled *Looking through the Lens of Leadership: A Constructive Developmental Approach* in the Leadership and Organizational Development Journal for 2009. She also has an interest in generational diversity in the workplace. She has presented at a number of industry conferences as well as published her research in a variety of peer-reviewed journals. She is a member of the Society of Industrial and Organizational Psychology, American Psychological Association, and the Society of Human Resource Management. She also volunteers weekly with Jewish Family and Career Services. Lauren is married and has one daughter that keeps her constantly on her feet.

Areas of Expertise

- Job Analysis
- Competency Modeling
- Selection
- Culture/Climate Surveys
- High Potential Leadership Development
- 360 Feedback and Assessment
- Organizational Development
- Generational Diversity
- Data Analysis

Sample Consulting Projects

- Large Utility Company – Created role plays for training on structured behavioral interviewing
- Telecommunications Company – Conducted structured behavioral interviews and evaluated executive candidates for selection
- Fortune 500 Trucking Company – Created competency models of management positions (\$3.3 million project) by conducting interviews and focus groups for

performance management and career development; trained, managed, and evaluated external vendors on processes/process improvement

- Healthcare Company – Designed, conducted, and reported on exit interviews to examine precursors to organizational turnover
- Pharmaceutical Company – Examined drivers of performance by conducting statistical analysis of archival data (i.e., employee opinion surveys)
- Governmental Agency: Arts & Recreation Divisions – Conducted organizational diagnosis and assessed culture for change among division employees; delivered feedback and engaged in action planning to increase organizational effectiveness
- Technical Association – Created job competencies via on-the-job observation, interviews, and surveys; created survey for future validation
- Large Non Profit – Conducted a program evaluation of a corporate-wide mentoring program to assess effectiveness and return on investment
- Fortune 500 Trucking Company – Analyzed qualitative data from an organization-wide employee opinion survey; conducted longitudinal trend analysis

About Turknett Leadership Group

Turknett Leadership Group is one of the oldest firms in the Southeast experienced in character-based leadership and organization development. Our professional staff includes licensed psychologists, organization development consultants, and seasoned business leaders – all of whom have years of experience coaching executives and high potential managers.

Using the Turknett Leadership Character Model™ as our principal guide – together with the latest in assessment tools and development techniques – we enable companies to select, develop, promote, retain, and engage the best performing, most ethical talent available. The ultimate measure of our success is your improved business and leadership performance.