



Liz Scharlau Roling, M.S.
Research Associate and Junior Consultant
Turknett Leadership Group

Liz Scharlau Roling, M.S. is a Doctoral Student in the University of Georgia's Applied Psychology Program. She is completing her degree requirements under the direction of Dr. Karl Kuhnert. She has a B.S. in psychology and a M.S. in industrial/organizational psychology from the University of Georgia. Liz is currently a Research Associate and Junior Consultant at Turknett Leadership Group.

Liz has participated in and led a variety of industrial and organizational consulting projects. She has extensive experience in survey development, administration, report development, and data analysis. Liz has assisted in numerous competency modeling projects, developed and conducted structured behavioral interviews, and analyzed and presented longitudinal employee opinion data for a Fortune 500 company.

As part of her doctoral education, Liz has successfully completed courses in Industrial/Organizational Psychology, Management, and Human Resources and Organizational Development. She has extensive knowledge on topics such as employee selection, performance management, organizational leadership, employee attitudes and organizational outcomes, and employment law.

Liz's primary research interest is gender and leadership in organizations. She has also conducted research on assessment centers, emotional intelligence, mentoring and organizational outcomes, and research methods. She has presented her research on leadership and gender at the Society of Industrial/Organizational Psychology's past 2 national conferences. Liz's is currently working on her dissertation focusing on the benefits of women-specific leadership development programs.

Liz has also taught several semesters of Psychology of the Workplace at the University of Georgia. As part of her teaching experience, she has supervised many undergraduate research and organizational diagnosis projects.

Areas of Expertise:

- Developing High Potential Female Leaders
- Leadership Development
- Competency Modeling
- Succession Planning
- Analysis of Employee Opinion Data
- Data Analysis
- 360 Feedback and Assessment
- Assessment Development, Administration, and Reporting

Representative consulting engagements:

- Fortune 500 Company – led a team of consultants to analyze and interpret qualitative data from an organization-wide employee opinion survey, analyzed trends in employee opinions over 5 years
- Large nonprofit – conducted job analysis, developed and administered structured behavioral interviews, created developmental feedback reports integrating assessment information with job-relevant feedback for each member of the executive team
- Staffing Company – assisted with competency modeling project, helping to craft behavioral anchors to build a performance management product
- Large nonprofit – contributed to CEO selection project – managed the assessment process and assisted in the development of structured behavioral interview questions
- Fortune 500 Food Services Company – created a customized 360 feedback report based on the organization's core competencies
- Large Trucking Company – manage a yearly climate assessment project, developing year-to-year, department-by-department, and other comparison reports
- Global Consulting Firm – analyzed compensation data to assist in a pay equity analysis of over 38,000 employees
- Global Consulting Firm – conducted regional pay equity analysis to help firm comply with ongoing OFCCP audits
- Government Training Agency – assisted in the development and validation of a custom 360 feedback instrument to be used as a part of a management training program for government employees

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.