



Carolyn N. (Lyn) Turknett
President
Turknett Leadership Group

Carolyn Turknett is co-founder and President of Turknett Leadership Group, an Atlanta-based consulting firm providing leadership and organization development services to companies in a variety of industries. She has more than 20 years experience in management and leadership consulting. The focus of her work is character in leadership, organization assessment and change, executive team development, and leadership in turbulent times.

Ms. Turknett's consulting engagements have included leadership and executive team development, cultural assessment and change, mergers, and individual feedback and coaching. She is particularly interested in helping teams at all levels improve effectiveness and working relationships, and in helping organizations maximize intellectual capital and create cultures that support flexibility and initiative.

Ms. Turknett received her B.S. in Mathematics from the University of Georgia, where she was a member of Phi Beta Kappa. She received her M.A. in Sociology, with special emphasis in organizational sociology, from the University of Georgia.

Current research interests include leadership and Constructive Developmental Theory and gender differences in leadership style. In presentations at national and local conferences and in publications, Ms. Turknett has addressed such topics as leadership character, succession planning, trends in executive development, executive coaching, executive onboarding, retention, organizational culture, women in leadership, and revitalization after downsizing.

Lyn, along with business and life partner Bob, recently published a book about their work together entitled, *Decent People, Decent Company: How to Lead with Character at Work and in Life*. The book is based on the Turknett Leadership Character Model™, a model that describes the kind of character all of us need to lead wherever we are. Turknett Leadership Group sponsors a Leadership Character Awards program each year in partnership with the Siegel Institute for Leadership, Ethics and Character, honoring leaders of character in the business, education and nonprofit sectors. The seventh annual awards will be held on February 23, 2010, at the Georgia Aquarium.

Ms. Turknett is a member of numerous professional organizations, including the Academy of Management, the Organization Development Network, the Society for Human Resource Management, and the Organization Change Alliance.

Lyn has long been an active United Way supporter. She has chaired the United Way in DeKalb campaign, and is serving currently on the United Way of Metropolitan Atlanta Board of Directors. She has served as chair of the Community Investments Committee, and has served with her husband, Bob, as co-chair of the United Way Cole Society for Leadership Giving. She is also an elder in the Presbyterian Church.

Consulting Specialties:

- Executive Team Development
- Cultural Assessment and Change
- Organization Assessment
- Team Development using the Myers-Briggs Type Indicator

Representative Consulting Engagements

- Division of large telecommunications firm – Led project to assess the division—interviews and quantitative survey—designed and co-facilitated team development sessions with the senior team over several years
- Large telecommunications firm – Change management consulting to help guide broad process change. Conducted focus groups, interviews and observations that helped create a set of “Best Practices” based on successful implementations
- Large telecommunications firm – Front line supervisor development; focus groups and input into frontline program
- Business process outsourcer – Led cultural integration project between merging firms
- Air charter services firm – Led cultural assessment project: design, administration, feedback and action planning
- Air charter services firm – Executive team development; designed and co-facilitated team sessions, individual coaching with executive team members
- Large non profit – CEO succession project
- Large non profit merger – Executive team integration
- Pharmaceutical company – Leadership team development; team assessment and co-facilitation of team
- Large non profit – Executive team development; individual coaching with team members, design and co-facilitation of team development sessions over two years
- Global software firm – Organization assessment and intervention to decrease unproductive conflict and improve working relations among customer support departments

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.