



Charley Morrow, Ph.D.
Hogan Coaching Network

Background

Charley is a strategic advisor, assessor, and coach. For over 25 years, Charley has helped managers, executives, and organizations transition to new levels of performance. He is known for human, accurate, and insightful assessments and high impact development.

As a hands-on professional, he has coached over 500 leaders, authored over 100 assessment surveys, and developed leadership programs used by thousands. Charley works at the intersection of business results, leadership, and culture. He coaches and develops while keeping a keen focus on business needs and strategic context. His emphasis on learning from action grows from early career experience at Outward Bound. His current focus is on executive assessment for selection/succession, coaching, culture, and inclusion.

An entrepreneurial leader, Charley has started and helped to build successful ventures. He has managed teams in product-development, research, and consulting. Programs and assessments that he developed have been rolled out globally by Fortune 100 companies.

360 Surveys & Feedback

Action Learning

Change & Transition

Competency Modeling & Development

Culture Change

Diversity & Inclusion

Engagement & Employee Surveys

Executive Coaching

Executive Selection

Leader Development (design & facilitation)

Performance Management

Program Evaluation

Succession Management

Teambuilding

Professional Experience

Co-founder, The Talent Assessment and Development Advisors (TADA)
Vice President Programs and Partnerships, Linkage
President, Sage Assessments
Consultant, Merck & Co, Inc.
Instructor and Course Director, Outward Bound

Education

B.S., Psychology and Asian Studies, University of Wisconsin (Madison)
Ph.D., Industrial and Organizational Psychology, Tulane University

Client Experience

Bio/Pharma: Merck, Pfizer, Evonik, RTI, Partners. **Consumer:** P&G, Mark Anthony Brands. **Defense/Distribution:** BAE Systems, Raytheon, FedEx, USPack. **Energy/Mining:** Seven Generations Energy, Major Drilling. **Financials:** American Express, ARC Financial, Fidelity, John Hancock (Manulife), Loomis Sayles, MetLife, TIAA, Argosy Private Equity, Canadian Pension Plan. **Tech/Telecom:** Avaya, EBSCO, Keane NTT, Quantum, ON Semiconductor, Verizon. **NGO/Non-Profit:** National Audubon Society, Inter-American Development Bank, National Education Association, United Nations Development Program.