

EDUCATION

The George Washington University

[August, 2011 – December, 2016] ~ GPA – 3.91

Doctor of Education in Human and Organizational Learning

Dissertation Completed November, 2015: Compassion Fatigue and Employee Wellbeing: A Hermeneutic Phenomenological Study

The George Washington University

[January, 2009 – December, 2010] ~ GPA – 3.81

Master of Arts in Organizational Management

State University of New York at New Paltz

[August, 2002 – May, 2006] ~ GPA – 3.68

Bachelor of Arts in Public Relations and Organizational Communication

TEACHING EXPERIENCE

US Naval War College, Newport, RI [2016 – Present]

Associate Professor, Leader Development, College of Leadership & Ethics [2022-Present]

Steward, Faculty Advisory Council Leadership Team [2022-Present]

- Serve as Co-Director of the Stockdale Leader Development Concentration (SLDC) Graduate Certificate Program: recruit, select, coach and assess students; develop curriculum; coordinate faculty; facilitate course; coordinate feedback and alumni contacts
- Serve as Co-Director of the Intermediate Flag and Senior Executive (IFLEX) Course: manage course planning and execution; develop curriculum; coach participants; facilitate course; coordinate feedback and follow-up
- Support the Leadership in the Profession of Arms core course with faculty development, creation of curriculum in vertical development and peer coaching, and with Sage on the Stage lectures on mental complexity

Assistant Professor, Leader Development, College of Leadership & Ethics [2016-Present]

- Teach graduate courses: Self Awareness for Leaders; Leadership Directed Research; Enhancing Mental Complexity; Leadership in the Profession of Arms
- Build leader self-awareness and personal development through psychometric and cognitive assessment debriefs, directed reflection, and executive coaching
- Advise and assist in developing curricula in the areas of coaching, personal development, adult development, mental complexity, and Flag Officer Development
- Conduct research and publish scholarship relevant to Navy leadership, leader development, and organizational development

Worcester Polytechnic Institute, Worcester, MA [2020 - 2023]**Adjunct Professor, Organizational Behavior, Foisie School of Business**

- Teach required MBA graduate course: The Heart of Leadership
- Coach and advise MBA students in career planning and leadership development
- Provide feedback and recommendations to School of Business leadership

Bay Path University, Burlington, MA [2015 - 2016]**Adjunct Professor, Women as Empowered Learners & Leaders**

- Teach undergraduate courses: Personal and Career Development; Leadership in Practice
- Contribute to program mission, values and goals in empowering women leaders
- Guide student self-assessment, personal branding, leader development, and goal setting
- Advise students regarding coursework, degree completion, and professional advancement

George Washington University, Ashburn, VA [2011 - 2013]**Doctoral Teaching Assistant, Executive Leadership Doctoral Program**

- Serve as teaching assistant in three doctoral courses per semester: Leadership Theory & Practice; Organizational Development; Qualitative Research Methods
- Manage Student Research Assistants in faculty research and course support
- Coordinate assistance to faculty, staff, and students during in-residence courses

PEER REVIEWED PUBLICATIONS

Cavallaro, L. and Johnson, O. (2023). Peer Coaching as a Leader Development Tool in Professional Military Education. *The Journal of Military Learning*. [Accepted for Publication, May 2023]

Cavallaro, L. and French, B. (2021). The Impact of Graduate Education on the Mental Complexity of Mid-Career Military Officers. *Journal of Adult Development*. <https://rdcu.be/ciSVu>

Cavallaro, L. and Nault, W. (2020). Cultivating a Learning Culture in the US Navy. *The Learning Organization*, 28 (3). <https://doi.org/10.1108/TLO-12-2019-0176>

Chalofsky, N. and Cavallaro, L. (2019). To Have Lived Well: Well-being and Meaningful Work. *The Oxford Handbook of Meaningful Work*. <https://doi.org/10.1093/oxfordhb/9780198788232.013.9>

Kumar, S. and Cavallaro, L. (2017). Researcher self-care in emotionally demanding research: A proposed conceptual framework. *Qualitative Health Research*. <https://doi.org/10.1177%2F1049732317746377>

Chalofsky, N. and Cavallaro, L. (2013). A Good Living versus a Good Life: Meaning, Purpose and HRD. *Academy of Human Resource Development Advances*. <https://doi.org/10.1177/1523422313498560>

MANUSCRIPTS UNDER REVIEW

Cavallaro, L. and French, B. (2022). Exploration of Research in Human Development: Considerations for Mental Complexity Assessment and Intervention. [Revision & Resubmission August 2022 - *International Journal of Multiple Research Approaches*]

Fram, B. and Cavallaro, L. (2023). Forging Queer Leaders: How the LGBTQIA+ Community Creates Impact from Adversity. *Jennifer Kingsley Publishers*. [Under DoD Security Review, Due to Publisher August 2023]

REFEREED CONFERENCE PRESENTATIONS

Cavallaro, L., Ledford, A., Luning, C., Woodside-Duggins, V. (2022). *Institutional Culture Change: Wisdom from the Field*. Panel discussion, International Leadership Association Annual Conference, October 2022, Washington, DC.

Bohnic, T., Cavallaro, L., Convery, M. Fuzie, C., and Mascolo, M. (2022). *Can People in Crisis be Wise about People?* Panel discussion, International Leadership Association Annual Conference, October 2022, Washington, DC.

Cavallaro, L. (2021). *Immersive Leader Development in Military Education: An Application of Vertical Development*. Symposium presentation, International Leadership Association Annual Conference, October 2021, Virtual Event.

Cavallaro, L. and Johnson, O. (2021). *Utilizing Peer Coaching for Senior Leader Development: Furthering the Mental Complexity of U.S. Navy Admirals*. *Accepted for Presentation, International Leadership Association Annual Conference, Geneva, Switzerland – *Not presented, unable to attend due to risk of COVID exposure.

Cavallaro, L. (2021). *Lessons Derived from Developmental Assessment, Coaching, and Coursework within JPME Leader Development*. Paper presentation, Joint Professional Military Education Scholarship of Teaching and Learning Forum, May 2021, Air University, Virtual Event.

Cavallaro, L. (2020). *Vertical Development in Graduate PME: Immersive Leader Development to Enhance Cognitive Capacity*. Paper presentation, Joint Professional Military Education Scholarship of Teaching and Learning Forum, October 2020, US Army War College, Virtual Event.

Cavallaro, L. (2017). *Bracketing or Bridling in Hermeneutic Phenomenology*. Poster, Ethnographic and Qualitative Researchers Conference, January 2017, Las Vegas, NV.

Cavallaro L. and Kumar, S. (2017). *Researcher Self-Care in Emotionally Demanding Studies*. Paper presentation, Ethnographic and Qualitative Researchers Conference, January 2017, Las Vegas, NV.

Cavallaro, L. (2016). *Navy Leader Development through the lens of Eudaimonic Wellbeing*. Paper presentation, International Leadership Association Conference, November 2016, Atlanta, GA.

Cavallaro, L. (2015). *Employee Wellbeing & Compassion Fatigue among Animal Caregivers*. Poster, American Psychological Association, Work, Stress & Health Conference, May 2015, Atlanta, GA.

Cavallaro, L. (2013). *Fostering the Development of Engaged Social Citizens: The Role of Human Resource Development Professionals*. Roundtable session, Academy of Human Resource Development Conference, January 2013, Washington, DC.

Cseh, M., Kumar, S. and Cavallaro, L. (2012). *Learning within and across Cultures: Fostering Creativity and Innovation in the New Age of Organizing*. Paper presentation, University Forum for Human Resource Development Conference, May 2012, University of Famalicão, Portugal.

Cavallaro, L., Kumar, S., Williamson, D.R. and Gaybrick, A. (2012.) *Learning Approaches of Entrepreneurs: Fostering Innovation and Creativity in Organizations*. Paper presentation, Educational Symposium for Research & Innovations, George Washington University, March 2012, Washington, DC.

SPEAKING ENGAGEMENTS

Invited Speaker: *Peer Leadership* (March 4, 2023). Officer Professional Development, NGAMA Annual State Conference, Massachusetts National Guard.

Teaching Advocate: *Incorporating Peer Coaching in the NWC Classroom* (February 2, 2023). Faculty Development Workshop, Teaching Excellence Center, US Naval War College.

Co-Host: *Forged in Fire LGBTQ Leadership Podcast*. (January 2023 – Present). Bi-monthly podcast series. <https://www.forgedinfire.org/podcast.html>

Invited Speaker: *Identity and Gender as Part of Leadership Development* (October 2022). Masters-level class session, HOL 6708 Leadership Development, George Washington University.

Invited Facilitator: *Hogan Assessment Group Trends & Implications*. (September 23, 2022). Debrief and Workshop for OPNAV N2N6 Senior Staff.

Invited Facilitator: *Coaching Conversations for a High-Performance Culture* (May 5, 2022). FBI Leadership Conference, Newport, RI.

Invited Speaker: *Coaching Conversations* (April 28, 2022). Naval Criminal Investigative Service, Professional Analytical Development Webinar Series, Virtual Event.

Invited Speaker: *Peer Coaching for Expanded Capacity in Senior Leader Development* (March 10, 2022). The Conference Board, Coaching and Leader Development Council, Virtual Event.

Invited Lecturer: *Vertical Development and Mental Complexity* (September, 2021 - Present). Leadership in the Profession of Arms Sage on the Stage Session, US Naval War College.

Invited Speaker: *Emotional Intelligence for Servant Leaders* (January 22, 2021). Army Leader Perspectives Series: Leaders in Development, Leaders of Character, Fort Collins, CO (Virtual).

Invited Speaker: *Teaching Leadership to Navy Senior Leaders... And Doing so Virtually* (December 9, 2020). Newport Lecture Series, Naval War College Foundation, Newport, RI (Virtual).

Invited Speaker: *Growing Coaching Leaders* (November 21, 2020). Leader-Manager as Coach Course, Organizational Dynamics Graduate Program, University of Pennsylvania, Philadelphia, PA (Virtual).

Invited Speaker: *Who Are You? Self-Awareness for Servant Leaders* (September 24, 2020). Army Leader Perspectives Series: Leaders in Development, Leaders of Character, Fort Collins, CO (Virtual).

Invited Panelist: *Faculty Panel Roundtable Discussion on Teaching Online* (August 5, 2020). Teaching Excellence Center, Naval War College, Newport, RI (Virtual).

Invited Speaker: *Peer Leadership & Coaching for Development* (February 27, 2020). Training Event, NAS Pensacola, Pensacola, FL.

Invited Speaker: *Peer Leadership & Coaching for Development* (February 26, 2020). Quarterly Professional Military Education, NAS Whiting Field, Milton, FL.

Invited Facilitator: *Peer Coaching & Feedback* (July 24, 2019). Educational Session, Helicopter Squadron Command 23, San-Diego, CA.

Invited Speaker: *Ethical Peer Leadership* (July 24, 2019). Naval Aviation O-5 Career Training Symposium, San Diego, CA.

Invited Speaker: *Peer Leadership & Coaching* (June 26, 2019). Female Aviators Career Training Symposium, San Diego, CA.

Invited Facilitator: *Dealing with Complexity* (May 20, 2019). Leader Development Workshop, DCMA Sikorsky, Stratford, CT.

Invited Speaker & Facilitator: *Self Care & Peer Support for Compassion Fatigue* (August 21, 2018). Victim's Legal Counsel Program Symposium, San Diego, CA.

Invited Speaker & Facilitator: *Emotional Intelligence for Leaders* (March 18, 2019). Group Training, Naval Meteorology and Oceanography Command, Stennis Space Center, MS.

Invited Speaker: *Vertical Development and Mental Complexity* (August 9, 2018). Leadership in the Profession of Arms Symposium, US Naval War College, Newport, RI.

Invited Speaker: *Peer Coaching & Continuous Feedback* (April 27, 2018). Leaders Inspiring for Tomorrow (LIFT) Speaker Series, Fairchild Air Force Base, WA.

Invited Speaker: *Coaching for Managers* (March 2, 2018). Developing Managerial Talent Course with Dr. Brent French, Worcester Polytechnic Institute, Foisie Business School, Worcester, MA.

Invited Speaker: *Complex Adaptive Systems* (October 18, 2016). Perspectives on Leadership Course with Dr. Smita Kumar, India Institute of Management - PGP MBA Program, Bangalore, India (Virtual).

Invited Facilitator: *Leader Development Outcomes for Junior Leaders* (June 22, 2016). The Junior Leader Forum, US Naval War College, Newport, RI.

COURSES TAUGHT

NWC Resident Courses

“Self-Awareness for Leaders” [Co-Taught 10-week Elective Course]
Summer 2016 (7 Students); Fall 2016 (15 Students); Winter 2016 (15 Students); Fall 2017 (15 Students); Winter 2017 (15 Students)

“Enhancing Mental Complexity” [Developed & Co-Taught 10-week Elective Course]
Winter 2017 (14 Students); Fall 2018 (15 Students); Spring 2022 (12 Students)

“Directed Leadership Research” [10-week Independent Study, Taught Solo]
Spring 2017 (2 Students); Spring 2018 (1 Student)

“Navy Senior Leader Development” [Co-Developed & Co-Taught 10-week Elective Course]
Spring 2017 (8 Students); Spring 2018 (7 Students)

“Leadership in the Profession of Arms” Core Course
Fall 2018 – Spring 2019 (2 Sections - 24 Students) [Taught Solo, 10-month Course];
Winter 2021 (1 Section - 16 Students); Spring 2022 (1 Section - 14 Students); Spring 2023 (1 Section - 12 Students) [Taught Solo, 10-week course]

“Stockdale Leader Development Concentration” [Co-Developed & Co-Taught, 10-month Graduate Certificate Program]
August 2019 – June 2020 (16 Students); August 2020 – June 2021 (10 Students); August 2022-June 2023 (10 Students)

Navy Flag Officer Leader Development Courses

Partners in the Naval Profession: 2-Star & SES Leader Development Course

[Co-Developed & Co-Taught, 5-day Course]

November 2017 (27 Students); November 2018 (30 Students); November 2019 (32 Students);
November 2020 (31 Students); November 2021 (35 Students); November 2022 (34 Students)

Navigating Uncharted Waters: 3-Star & SES Leader Development Course

[Co-Developed & Co-Taught, 3-day Course]

August 2018 (19 Students); August 2019 (20 Students)

Worcester Polytechnic Institute Courses

OBC 506 Heart of Leadership: Power, Reflection, and Interpersonal Skills

[Taught Solo, 14-week Course]

Summer, 2020 (30 Students); Spring 2023 (49 Students); Summer 2023 (50 Students)

FACILITATION CERTIFICATIONS

Facilitating Immunity to Change with Teams, Minds at Work, LLC [2022]

Immunity to Change Mapping Facilitator, Minds at Work, LLC [2017]

Mentor and Mentor Trainer, US Navy Personnel Command [2016]

SpeedReading People Workshop Facilitator, Speedreading People, LLC [2016]

COACHING CERTIFICATIONS

Certified Growth Edge Coach, Growth Edge Coaching [2021]

Associate Certified Coach, International Coach Federation [2017]

Certified Professional Coach, iPEC Coaching [2017]

Energy Leadership Index Master Practitioner, iPEC Coaching [2017]

Leadership Agility 360, ChangeWise, Inc. [2017]

Pearman Personality Integrator, Multi-Health Systems, Inc. [2016]

Leadership Effectiveness Analysis 360, Management Research Group, Inc. [2017]

EQ-i 2.0 and EQ-i 360, Multi-Health Systems, Inc. [2016]

Myers Briggs Type Indicator Step II, Consulting Psychologists Press, Inc. [2016]

Hogan Leadership Forecast Series, Hogan Assessment Systems, Inc. [2016]

Subject Object Interview Reliable Scorer, Subject Object Change [2016]

PROFESSIONAL DEVELOPMENT COURSEWORK

Community Leadership Academy, Next Jump, Inc. [2023]
Coaching, Leading, and Living Inclusively, Coach Training Course, Cultivating Leadership, LLC [2023]
Inclusive Teaching Learning Community, Teaching Excellence Center, US Naval War College [2022]
Strategic Leader Development Forum Curriculum Workshop, US Army War College [2022]
Psychologically Spacious Coaching Workshop, Growth Edge Coaching [2021]
Online Teaching Faculty Workshop, Naval War College [2020]
Faculty Institute for Online Teaching, Worcester Polytechnic Institute [2020]
Expanding Client Horizons Openly Workshop, Growth Edge Coaching [2019]
Coaching Leadership Academy, Next Jump Inc. [2019]
Hogan Advanced Interpretation Workshop, Hogan Assessment Systems, Inc. [2019]
Conversations at the Growing Edge Workshop, Growth Edge Coaching [2019]
Hogan Advanced Feedback Practicum, Hogan Assessment Systems, Inc. [2018]
Who Do We Choose to Be? Facing Reality, Claiming Leadership, CC Institute [2018]
Art of Developmental Coaching, CoachSource [2018]
PACE Leadership Academy, Next Jump Inc. [2017]
Developmental Coaching for Leadership Agility, ChangeWise, Inc. [2017]
DoD Leadership Academy, Next Jump Inc. [2016]

PEER REVIEWS

Book Review – Supporting the Military-Affiliated Learner: Communication Approaches to Military Pedagogy and Education. *Res Militaris* [2021]
<https://resmilitaris.net/index.php/2022/01/11/supporting-the-military-affiliated-learner-communication-approaches-to-military-pedagogy-and-education/>
Journal Review – *Journal of Management Inquiry* [2020; 2021]
Conference Reviews – *International Leadership Association Conference* [2019 - 2022]
Journal Reviews – *Naval War College Review* [2018; 2019]
Journal Review – *Journal of Business Ethics* [2017]
Journal Review – *Journal of Management Studies*, Special Issue: Meaningful Work [2017]

Book Review - The Great Brain Race: How Global Universities are Reshaping the World. *South Asian Journal of Global Business Research* [2012]

PROFESSIONAL MEMBERSHIPS

Navy Behavioral Science Research Consortium [2022]

The Meadow at Cultivating Leadership [2021]

Professional Military Education Consortium, USMCU [2020-2021]

Growth Edge Coaching Community [2020-2021]

Lean On Navy Professional Network [2020-2021]

Government Coach Community of Practice [2018-2021]

International Coach Federation, New England Chapter [2018]

International Coach Federation [2017-2021]

International Leadership Association [2016-2023]

Lean In Circle, Naval War College [2016-2017]

PROFESSIONAL SERVICE

Steward, Leadership Team Member - Faculty Advisory Council – NWC [2022-2023]

Member – Faculty Advisory Council – NWC [2021-2023]

Member – CLE Faculty Selection Advisory Committee – NWC [2021-2022]

Chair – Judging Panel, Admiral Stockdale Leadership and Ethics Prize – NWC [2021; 2022]

Co-Lead– MyNavy Coaching Strategy Working Group – Navy Personnel Command [2020-2021]

Member – MyNavy Coaching Curriculum Working Group – Navy Personnel Command [2020-2021]

Member – Judging Panel, Admiral Stockdale Leadership and Ethics Prize – NWC [2020]

Member – Faculty Senate – NWC [2019 - 2021]

Service Recognition: *DoN Civilian Service Achievement Medal*, June 18, 2021

Facilitator – Civilian Employee Training: Engagement & Feedback – NWC [2018]

Participant – Performance Evaluation Transformation Workshop, N1 PET Initiative [2018]

Facilitator – Employee Development: Emotional Intelligence Seminar – NWC [2018; 2021]

Participant – Coaching 101 Workshop, Naval Leadership & Ethics Center [2017]

Facilitator – Immunity to Change Workshop – Naval Leadership & Ethics Center, MAJCOM [2017]

Member – CLE Faculty Selection Advisory Committee – NWC [2017]

Member – Mentoring Program Steering Committee – NWC [2016-2017]

ACADEMIC SERVICE

Expert Panelist – Dissertation Review: Interview Methodology, Walden University [2021]

Peer Support Coach – Expanding Client Horizons Openly Workshop, Growth Edge Coaching [2021]

Peer Support Coach – Conversations at the Growing Edge, Growth Edge Coaching [2020]

Advisory Committee Member – Organizational Learning Conference, Washington, DC [2013]

Cross-Campus Liaison – GWU HOL Student Association, Washington, DC [2012-2013]

Scholarship Committee Staff Lead – Executive Leadership Symposium, Ashburn, VA [2013]

COMMUNITY VOLUNTEER SERVICE

Volunteer – 9/11 20th Anniversary Fundraiser, VFW Post 152, North Kingstown, RI [2021]

Volunteer – Humanitarian Simulation, Harvard Humanitarian Initiative, North Andover, MA [2019]

Volunteer – Army-Navy Game Fundraiser, Tailgate for Troops, Philadelphia, PA [2018]

Volunteer – Earth Day Clean-Up, West Greenwich Land Trust, West Greenwich, RI [2018-2021]

Committee Member – Humane Society Leadership Committee, Washington, DC [2012-2014]

Volunteer – Villalobos Rescue Center, New Orleans, LA [2012-2014]

PROFESSIONAL EXPERIENCE

Edible Shades of Green, New York, NY [2014 – 2015]

Business Development & Marketing Consultant

- Coach leadership team through start-up and business development processes
- Create and drive business development strategy for green media, products and services
- Manage outreach to strategic solution partners, new customers and investors
- Build marketing initiatives for multiple brands, products and services
- Develop and maintain web presence and marketing materials
- Prepare and file business start-up documents

George Washington University, Executive Leadership Doctoral Program, Ashburn, VA [2011 - 2013]

Advanced Degree Program Coordinator [October 2012 – December 2013]

- Coordinate all teaching and research duties for three Graduate Research Associates
- Coordinate events, guest speakers, and other activities for the department

- Assist Program Manager, Department Chair, and other faculty with program operations
- Edit Bi-Monthly Newsletter for all student, alumni, faculty, and program news

Graduate Research Associate [November 2011 – September 2012]

- Assist faculty with research agenda, course preparation, and scheduling
- Serve as teaching assistant in two doctoral courses per semester
- Serve as classroom assistant to prepare technology and other in-class needs
- Assist faculty with literature searches, review and analysis of relevant literature

American Road & Transportation Builders Association, Washington, DC [2006 - 2011]

Manager, Product & Service Sales [July 2008 – July 2011]

- Research and create new revenue sources for association
- Develop marketing relationships with outside vendors and member partners
- Manage product sales and marketing programs within a \$500,000 annual budget
- Oversee all sales and marketing activity for advertising within ARTBA's publications

Membership Development Manager [August 2006 – July 2008]

- Manage membership records, development, retention, field operations, and dues
- Assist Membership Division Managers with management of member relations
- Maintain the PAC, organize fundraising event invitations, maintain PACbuilder database