



**Stephanie McCray**  
*Senior Consultant*

Stephanie comes to *The Leader's Edge/Leaders By Design* as a seasoned leader with extensive experience in the corporate, academic and non-profit sectors. She focuses her work in areas such as strategic planning, organizational assessment, talent management and performance improvement.

Stephanie spent 13 years in the insurance industry where she held a variety of positions with increasing responsibility. She is especially proud of leading a team of attorneys that submitted a case to the Appellate Court. That case set precedent in the State of Illinois and was featured in the Chicago Daily Law Bulletin. Stephanie also spent 7 years in the health care industry where she worked as a senior consultant in Organizational Development.

As an executive coach, Stephanie helps senior leaders to translate leadership theory from the flip chart to the front line. Stephanie works with senior leaders to help them first embody and then execute the changes they envision for themselves and their organizations. Stephanie is qualified to administer several state of the art 360 assessment tools (PDI, Lominger, LEA) and she has received extensive training in conflict management through the Center for Conflict Resolution in Chicago.

Stephanie received a Master's Degree in Organization Development from Loyola University, Chicago, and a Bachelor's Degree in Business Administration from the University of Illinois, Urbana-Champaign.

Stephanie is also an adjunct faculty member with the Executive Education Program at Loyola University. She was certified as an Executive Coach through New Ventures West, a professionally accredited coaches training organization that is recognized by the International Coach Federation (ICF) and is listed in Manchester's Who's Who Registry of Executives and Professionals. She is also a member of the National Association for Female Executives, the International Coach Federation, the American Society for Training and Development, and the Organization Development Network.