



## Cindy McCauley

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Cindy is a Senior Fellow at the Center for Creative Leadership® in Greensboro, NC. During her 20+ years at CCL®, she has held various positions in R&D and management, including VP of Leadership Development. She co-developed two of CCL's management-feedback instruments, Benchmarks® and the Job Challenge Profile. Along with Ellen Van Velsor, she is co-editor of *The Center for Creative Leadership Handbook of Leadership Development*. She has written numerous articles and book chapters for scholars, HR professionals, and practicing managers; and is a frequent speaker at professional conferences and at customized workshops for key CCL partners. Her most recent publication, *Developmental Assignments: Creating Learning Experiences Without Changing Jobs*, has been featured on CNN.com and in *Harvard Management Update*.

Cindy is currently involved in CCL's effort to explore leadership as a collective, organizational capacity. She also delivers the Awareness Program for Executive Excellence (APEX) and manages multiple R&D projects. She represents CCL on the editorial boards of *Human Resource Planning* and *The Leadership Quarterly*.

Cindy received her Ph.D. in Industrial/Organizational Psychology from the University of Georgia. In 2003, she was elected as a Fellow in the American Psychological Association.

