

**EDUCATION**

*The George Washington University*

[August, 2011 – November, 2015] ~ GPA – 3.91

Doctor of Education in Human and Organizational Learning

**Dissertation** - 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]**

**Assistant Professor, Leader Development, College of Leadership & Ethics** [January 2016 – Present]

- Teach graduate courses: Self Awareness for Leaders; Leadership Directed Research; Senior Leader Development; 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
- Develop and teach Navy Flag Officer Development Courses: AFLEX and IFLEX
- Conduct research and publish scholarship relevant to Navy leadership, leader development, and organizational development

**Worcester Polytechnic Institute, Foisie School of Business, Worcester, MA [2020]**

**Adjunct Professor, Organizational Behavior**

- 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, leadership development and goal setting
- Advise students regarding coursework, degree completion and professional development

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

**Doctoral Teaching Assistant**

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

**MANUSCRIPTS IN PROGRESS**

Cavallaro, L. and French, B. (2021). Exploration of Research in Human Development: Considerations for Mental Complexity Assessment and Intervention. [Revision & Resubmission March 2021 - *International Journal of Multiple Research Approaches*]

Cavallaro, L. and Johnson, O. (2021). Peer Coaching as a Cognitive Development Tool for Senior Navy Leaders. [Manuscript Submitted June 2021 - *Journal of Leadership Education*]

Fram, B. and Cavallaro, L. (2021). Tempered Steel: The Development of LGBTQ+ Leaders: And How They Benefit Us All. [In Progress Book Proposal to be Submitted to *TBD Publisher* 2021]

**PEER REVIEWED PUBLICATIONS**

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*. <https://doi.org/10.1108/TLO-12-2019-0176>

Chalofsky, N. and Cavallaro, L. (2018). 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*, 15 (4), pp. 331-340. <https://doi.org/10.1177/1523422313498560>

**REFEREED PRESENTATIONS**

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

Cavallaro, L. and Johnson, O. (2021). *Utilizing Peer Coaching for Senior Leader Development: Furthering the Mental Complexity of U.S. Navy Admirals*. Accepted for: Paper presentation, International Leadership Association Annual Conference, October 2021, Geneva, Switzerland.

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, Nevada.

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

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

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

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

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.

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

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). Helicopter Squadron Command 23 Educational Session, 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.

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

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

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

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

## **COURSES TAUGHT**

### **Master's Degree Courses**

Self-Awareness for Leaders [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 & Taught 10-week Elective Course]

Winter 2017 (14 Students); Fall 2018 (15 Students)

Directed Leadership Research [Facilitated 10-week Independent Study]

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 [Taught 9-month Core Curriculum Course]  
Fall 2018 – Spring 2019 (24 Students)

Stockdale Leader Development Certificate [Co-Developed & Co-Taught 10-month Certification Program]  
August 2019 – June 2020 (16 Students); August 2020 – June 2021 (10 Students)

**Flag Officer Leader Development Courses**

Partners in the Navy 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)

Navigating Uncharted Waters: 3-Star & SES Leader Development Course  
[Co-Developed & Co-Taught 3-day Course]  
August 2018 (19 Students); August 2019 (20 Students)

**FACILITATION CERTIFICATIONS**

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]

**COURSES TAKEN**

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, Restoring Sanity, Meg Wheatley [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]  
Journal Review – *Journal of Management Inquiry* [2021]  
Conference Reviews – *International Leadership Association Conference* [2019; 2020; 2021]  
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*, Vol. 1 Iss: 2, pp. 318 – 321. [2012]

**NAVAL WAR COLLEGE SERVICE**

Chair – Judging Panel, Admiral Stockdale Leadership and Ethics Prize – Naval War College [2021]

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 – Naval War College [2020]  
Member – Faculty Senate – Naval War College [2019 - 2021]  
Facilitator – Civilian Employee Training: Engagement & Feedback – Naval War College [2018]  
Facilitator – Employee Development: Emotional Intelligence Seminar – Naval War College [2018; 2021]  
Member – Faculty Selection Advisory Committee – Naval War College [2017]  
Member – Mentoring Program Steering Committee – Naval War College [2016-2017]

### **PROFESSIONAL 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 Workshop, 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 Program Symposium, Ashburn, VA [2013]  
Committee Member – Humane Society Volunteer Leadership Committee, Washington, DC [2012-2014]

### **PROFESSIONAL MEMBERSHIPS**

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]  
International Coach Federation [2017-2021]  
International Leadership Association [2016-2021]  
Lean In Circle, Naval War College [2016-2017]

### **PROFESSIONAL EXPERIENCE**

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

##### **Business Development & Marketing Consultant**

- Create and drive business development strategy for green media, products and services
- Manage outreach to strategic solution partners, new customers and investors

- Create and drive 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

**George Washington University, Executive Leadership Doctoral Program, Ashburn, VA [2011 - 2013]****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 research agendas, 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 programs: records, development, retention, Field Operations, annual dues
- Maintain the PAC, organize fundraising event invitations, maintain PACbuilder database