Stephen Steinhaus, Ph.D.

Stephen Steinhaus, Ph.D. is a specialist in the area of talent management. His expertise falls into two major areas: 1) executive assessment and coaching and 2) human resources analytics and process architecture.

Stephen has held a variety of key positions as an industrial psychologist in business for over 25 years. He served as Managing Director for Saville & Holdsworth, Ltd., as a Corporate Industrial Psychologist for Ameritech, and as a consultant for the Human Resources Research Organization. Since 2001 he has been an independent consultant, focused on the alignment of people and organizations.

Stephen has experience in many different industries and sizes of business. A sampling of clients he has worked with include Argonne National Laboratories, PepsiCo, McDonald's, and Microsoft. He has also provided guidance and expertise to the U.S. Department of Defense and the Chicago Public Schools.

In the area of executive assessment, he conducts extremely in-depth and rich assessments for selection of top talent, on-boarding, career transition and leadership development. On the executive coaching side, he works with clients in a highly collaborative manner to produce both cognitive and behavioral change aimed at optimizing both organization and career impacts. Stephen's work in the area of HR analytics and architecture is based upon rigorous and sophisticated methodologies focused on innovative yet practical solutions.

Stephen holds several professional degrees, including a doctorate in industrial psychology and a master's degree in psychology. He has published and presented on a variety of topics related to human resource capital management and industrial psychology. He is a member of the Society of Industrial/Organizational Psychology, the American Psychological Association and the Society of Consulting Psychology and has served on community service and university boards.

Areas of Expertise

Talent management
Executive assessment
Executive coaching
Culture assessment
Data-driven organizational change
Position analysis and design
Competency modeling
Workplace analytics
Employee surveys
Personnel selection
Performance measurement
Test development and validation

Certifications

OPQ and other SHL Tools
LEA and other MRG Tools
16 Personality Factor
CCL 360-Feedback Tools
Hogan Personality Tools
Lominger Architect Suite
CPI
Birkman
Herman Brain Dominance
Watson Glaser
Myers Briggs Type Indicator
Enneagram Spectrum of Personality Styles