

Paul De Young, Ph.D

Los Angeles, California

brainard
STRATEGY



Paul has over 25 years of consulting experience. He provides services in business growth, organizational diagnosis, measurement and design, leadership assessment/selection, and coaching, talent management, and team development.

Dr. De Young has consulted to over 100 companies, large and small, across a broad spectrum of industries, including technology, communications and media, bio/pharmaceuticals, manufacturing, public sector and higher education, retail, energy and utilities, financial services, technology, communications, and healthcare.

Some of these include the United Nations, University of California, Walt Disney Corp., Bristol-Myers Squibb, Nestlé, Salt River Project, Toyota Motor Sales, T-Mobile, HP, American Express, State Farm, Applied Materials, Honeywell, and Kaiser Permanente.

While at Towers Watson, Paul has been a Director in the talent management and organizational alignment and organization survey practices. Paul also has served as Senior Consultant and Advisor at two other global consulting firms: Deloitte Consulting and International Survey Research. He played an internal corporate role as Organization Development Manager at Children's Hospital of Orange County, Calif. Paul began his career at the Navy Personnel Research and Development Center in San Diego as Personnel Research Psychologist and has taught undergraduate and graduate programs in psychology and human resources.

Paul focuses his leadership work on developing leadership potential in individuals so that they can sustain and energize themselves to take on difficult leadership challenges. He is also passionate about measuring organization improvement impact to help companies identify ways to connect employee metrics to business outcomes.

He received his Ph.D. and an MA in Industrial/Organizational Psychology from the California School of Professional Psychology, San Diego. He holds a BA in Psychology and a BS in Biology from the University of California, Irvine. Paul is co-author of "Measuring Organizational Improvement Impact," and has written several articles in professional journals and magazines. Paul is certified in Emotional Intelligence assessment and coaching, and the Lominger and Hogan suite of assessment tools. Professional affiliations include the Society for Industrial/Organizational Psychology, HR People and Strategy, and California HR Strategy Forum.