



### *Professional Summary:*

Dawn McAvoy is a seasoned executive coach and organization development consultant with 30 years of experience and over a decade of experience leading transformative projects for federal agencies, nonprofits, and private organizations. As the CEO and Principal of McAvoy Consulting LLC, Dawn has spearheaded initiatives that enhance leadership, communication, and organizational culture across various sectors. Her expertise lies in fostering trust and transparency within teams, facilitating leadership development workshops, and providing executive coaching that drives impactful results.

### *Key Achievements:*

- **Leadership & Culture Development:** Partnered with key federal and state agencies, including the FCC, NASA, and FEMA, to improve communication, trust, and transparency within leadership teams. Dawn's work in facilitating workshops and conducting workforce analysis has led to streamlined processes and enhanced organizational effectiveness.
- **Executive Coaching Excellence:** Consistently recognized as a top executive coach by clients, Dawn has delivered over 500 hours of individual coaching sessions, helping leaders at all levels achieve their full potential. Her approach combines deep listening, insightful questioning, and tailored strategies to ensure lasting personal and professional growth.
- **Talent Acquisition & Development:** Successfully led and coordinated executive searches for nonprofits, ensuring the recruitment of high-caliber candidates for critical roles. Dawn's strategic approach to talent acquisition includes building strong candidate pipelines, conducting thorough interviews, and providing actionable recommendations to executive teams.
- **Program & Project Management:** Managed the coaching delivery of leadership certificate programs at American University's School of Public Affairs, overseeing contracts valued at over \$22 million. Dawn's leadership in managing both programs and the associated coaching requirements has been pivotal in the success of these initiatives.

### *Professional Highlights:*

- **McAvoy Consulting LLC, CEO/Principal (2014-Present):** Provides management consulting, facilitation, and executive coaching services, focusing on organization and leadership development.
- **Brighter Strategies Consulting, Consultant/Executive Coach (2022-Present):** Member of an award-winning consulting firm, specializing in leadership development, talent acquisition, and project management.
- **American University – School of Public Affairs, Coaching Administrator (2017-2022):** Managed the coaching process for thousands of government executives and led large-scale leadership development projects.
- **Dynamic Pro Inc, Human Capital Manager/Consultant & Team Lead (2014):** Led a team of consultants in workforce analysis and human capital planning for a federal agency.
- **Green Mountain Coffee Roasters, Staffing Specialist (2010-11):** Led the recruitment for various levels and multiple hiring managers for 5 sites throughout the United States.
- **Express Employment Professionals, Staffing Consultant (2006-08):** Led the office in direct hire positions; conducted hundreds of interviews and made just under 1,000 placements.
- **Smoky Mountain Pottery, Manager (1984-2004):** Managed/co-managed all aspects of the family business (A/R, A/P, Payroll, packing/shipping, recruiting, retail sales, wholesale sales, marketing).



### *Education & Certifications:*

- **MA, Organizational Leadership:** Chapman University
- **Graduate Certificate, Organization Development:** Chapman University
- **BA, English - Technical Communication:** University of Tennessee
- **Certifications:** DiSC, MBTI, EQi-2.0/360, Certified Professional Career Coach, and more.

### *Select Leadership Roles and Recognition:*

Board Member/Chair-Elect (2024)	MAFN	2023-Present
Annual Conference Advisor	CBODN	2023
Annual Conference Chair	CBODN	2022
Treasurer/Board Member	CBODN	2021-23
<b>Innovation and Change Award</b> , Key Exec Program Team	American University	2021
<b>Customer Support Award</b> , School of Public Affairs	American University	2021
<b>Staff Performance Award</b> for Inclusive Excellence	American University	2019
Founder/Facilitator, 7 Habits Learning Community Meetup (over 750 members at closure)	NoVA SHRM	2016-18
Co-Leader, Training and Development SIG	ATD, DC Chapter	2015
Director of Talent Management (Board Member)	Toastmasters Intl, D27	2013-14
Area Governor, <b>Distinguished Area Award</b>	Toastmasters Intl, D27	2012-13
President, Ballston Toastmasters Club, <b>Club Coach Award</b>	Compass DC	2012, 2021
Team Lead and Pro Bono Strategic Consultant	Toastmasters Intl, D27	2011-12
Club Coach, Burgay Toastmasters Club, <b>Club Coach Award</b>	Toastmasters Intl, D32	2009-10
District Public Relations Officer, <b>Dist Gov Awd, Mktg Awd</b>	Toastmasters Intl, D32	2008-10
V-P of Public Relations, <b>Outstanding Initiative Award</b>		

Dawn McAvoy is dedicated to helping organizations and their leaders achieve excellence through thoughtful facilitation, strategic consulting, and impactful coaching. Her diverse experience and proven track record make her a sought-after partner for organizations looking to enhance their leadership and organizational effectiveness.

*“Dawn McAvoy has provided exceptional facilitation and organization development services at my agency for the better part of 5 years. A superb questioner who waits for participants to synthesize the concepts and then engages them to ‘dig deeper.’ She is a kind, humble, considerate, and a consummate professional.”*

CLO-FCC, Curtis Everett