

DR. STEPHEN THOMPSON, EDD, MA, CCWS, CHRS

EAP Leadership, Learning & Organizational Development, and Corporate Mental Health Executive

The Bahamas (Remote) | sjthompson.ed@gmail.com | US: +1 660-229-3672 | BAH: +1 242-818-4855 | Eligible for global employment via Employer of Record (RemoFirst)

PROFESSIONAL SUMMARY

Cross-disciplinary executive with 10+ years leading Employee Assistance Program (EAP) design, learning, and organizational development strategy, and corporate mental health programming across humanitarian, nonprofit, and corporate sectors. Directed a 40+ partner staff care and training portfolio spanning 20+ countries (Headington Institute) and built an enterprise-wide employee engagement and wellbeing strategy for a 100+ country workforce (Catholic Relief Services), applying organizational assessments, capability development, and HIPAA and GDPR-aligned compliance standards. Designed and facilitated 20+ AI-enabled training programs grounded in adult learning theory, with several partner organizations requesting repeat engagements, reflecting sustained impact and demand. Brings qualitative and mixed-methods research experience, including doctoral research on leadership development in humanitarian organizations, training needs assessments, and Knowledge, Attitudes, and Practices (KAP) survey design. Doctor of Education, Organizational Leadership and Development, Walden University, 2026.

CORE COMPETENCIES

- EAP Program Design & Clinical Governance
- Learning & Development, Curriculum Design & Adult Learning Theory
- Leadership Development & Executive Coaching
- Organizational Development & Change Management
- Employee Engagement & Experience Strategy
- Capability Development, Organizational Assessments & AI-Enabled Learning Content
- Corporate & Workplace Mental Health Strategy
- Crisis Intervention & Critical Incident Response
- Global Partnerships, Cross-Functional Stakeholder Engagement & Impact Measurement
- Qualitative & Mixed-Methods Research

PROFESSIONAL EXPERIENCE

Director, EAP Development, Solutions & Partnerships

ANCHORA Alliance, Paris, France, Global Telecommuter, Contract | Jan 2026 to Present

- Direct the build-out of a global EAP function from inception, designing trauma-informed service models, clinical governance frameworks, and partner onboarding infrastructure for organizations worldwide.
- Lead development of curricula, digital toolkits, and AI-enabled eLearning resources, translating clinical and organizational best practices into scalable training content for institutional partners.
- Partner with executive leadership, the Director of Psychology, and an Ethical & Scientific Committee to establish governance, quality assurance, and continuous improvement frameworks for EAP service delivery.

Principal Learning Strategist, TCC Resilience Academy (Concurrent)

Thompson Counseling & Consulting, The Bahamas, Remote | Jan 2026 to Present

- Founded the TCC Resilience Academy, an end-to-end self-paced eLearning platform translating live workshops into certificate courses on trauma-informed leadership, vicarious trauma, burnout prevention, and psychosocial wellbeing in humanitarian and NGO settings.
- Own end-to-end course design, curriculum and assessment development, and platform administration, including individual enrollment and organizational licensing options for team-wide training and certification.

Senior Strategic Advisor, Mental Health & Organizational Wellbeing (Concurrent)

Reju Inc, Washington, D.C., USA, Contract | Nov 2025 to Present

- Guide development of evidence-based, culturally responsive curricula and AI-enabled learning content on resilience, trauma-informed leadership, and workplace wellbeing for an AI-enabled mental health platform.
- Advise on scaling strategy, business case development, and impact measurement for enterprise and funder engagement.

Director, Global Partnerships, Programs & Impact

Headington Institute, Pasadena, CA, USA, Global Telecommuter | Nov 2024 to Jan 2026

Role concluded due to organizational closure (end of 2025).

- Provided executive leadership over staff care, EAP-aligned, and learning programming delivered across 40+ partner organizations spanning 20+ countries, including CARE Canada, CARE USA, UNICEF Ukraine, Catholic Relief Services, Concern Worldwide, and the Norwegian Refugee Council, reaching an estimated 5,000+ employees annually.
- Directed and supervised a multidisciplinary team of 15+ clinicians and research associates delivering telehealth counseling, crisis response, and capacity-strengthening workshops, maintaining HIPAA and GDPR-aligned data and compliance standards across international partner offices.
- Led development and scaling of the organization's Talent LMS, deploying AI-enabled, evidence-based, culturally responsive training content across the global partner network.

- Drove proposal development, MoU negotiation, and partner contracting, and led monitoring and evaluation reporting to translate program data into strategic recommendations for funders and partners.
- Delivered recurring, repeat-requested training engagements for the same partner organizations, including CARE Canada and Trocaire, across multiple years, reflecting sustained demand and measurable impact.

Interim Director, Training & Education Services, then Senior Specialist, Global Staff Care & Well-being

Headington Institute, Pasadena, CA, USA, Global Telecommuter | Mar 2024 to Nov 2024

- Designed and facilitated a portfolio of virtual workshops grounded in adult learning theory for global organizations, including CARE Canada, UNICEF Yemen, UNICEF Ukraine, Amal-Tikva, Trocaire, and ACT for Justice, building practical, evidence-based training content.
- Supported design and rollout of new training and certificate programs, sustaining delivery of Headington's global learning portfolio through a leadership transition.

Senior Advisor, Global Staff Care & Well-being

Catholic Relief Services, Baltimore, MD, USA, Global Telecommuter | Jun 2022 to Mar 2024

- Developed and monitored CRS's global staff care and employee engagement strategy, embedding EAP utilization and psychological well-being practices across the employee lifecycle for a workforce operating in 100+ countries.
- Led a global organizational assessment spanning 150 countries, using structured data collection and analysis to identify capability gaps and inform enterprise-wide strategy.
- Designed and facilitated leadership development and training initiatives on resilience, trauma-informed practice, and psychological safety, building leader and staff capability across diverse cultural contexts.
- Built and deployed employee experience measurement tools at key lifecycle moments, applying a data-informed, mixed-methods approach to reduce burnout and continuously refine CRS's global staff care strategy, in partnership with Global People Resources and cross-functional HR Business Partner teams.

Employee Assistance Program Therapist (Concurrent)

WorkPlace Options, Raleigh, NC, USA, Remote | Apr 2022 to Present

- Deliver direct clinical EAP services, including counseling, mental health and substance abuse evaluations, and crisis case management, to employees referred through regional and global corporate contracts, maintaining HIPAA-compliant case management and documentation standards.

Gender Health Education and Promotion Specialist

The Anchor Group, New York City, NY, USA, Remote | Nov 2021 to Mar 2022

- Designed and administered a Knowledge, Attitudes, and Practices (KAP) survey for the Bahamas Ministry of Health and Wellness Public Health Surveillance teams, applying a gender-equity lens across needs assessments and stakeholder interviews, and contributed to the design of an Electronic Public Health Surveillance System for The Bahamas.

Founder, Chief Organizational Wellbeing Consultant (Concurrent)

Thompson Counseling & Consulting, The Bahamas, Remote | Jan 2020 to Present

- Lead an independent consultancy delivering EAP-adjacent mental health and well-being services, training design, and organizational well-being consulting for corporate, nonprofit, and humanitarian clients, including CARE and Perfected Claims.
- Maintain an active counseling caseload, manage HIPAA-compliant electronic health records (EHRs), and document cases.

SELECTED TRAINING, FACILITATION & APPLIED RESEARCH

- Designed and facilitated 20+ virtual workshops (2022 to 2025), grounded in adult learning theory, for organizations including CARE Canada, UNICEF, Trocaire, ACT for Justice, Amal-Tikva, and Catholic Relief Services, spanning trauma-informed leadership, psychological safety, and change management.
- "Navigating Organizational Change," Catholic Relief Services Finance Department (Feb 2024): change-readiness training for leaders managing staff through restructuring.
- Training Needs Assessment (TNA) and 16-hour curriculum design, "Engaging Bahamian Boys and Men," P.A.C.E. Foundation (2021): full-cycle training design from needs assessment through post-training evaluation.

SYSTEMS & TECHNICAL PROFICIENCY

Electronic Health Records (EHR) and case management systems (HIPAA and GDPR-aligned compliance) • Learning Management Systems (Talent LMS) • HR information systems (working familiarity, including BambooHR) • Virtual delivery and webinar platforms • AI and Large Language Model (LLM) tools, including Claude, for content development and workflow support

EDUCATION

Doctor of Education, Organizational Leadership & Development | Walden University | 2026

Dissertation (qualitative study): Global Humanitarian Aid Sector Leaders' Perspectives on Leadership Development Programs to Support Humanitarian Aid Workers

Master of Arts, Clinical Forensic Psychology | The Chicago School of Professional Psychology | Dec 2015

Bachelor of Science, Psychology, Minor in Criminal Justice | Missouri Valley College | Jun 2013

CERTIFICATIONS

Certified Corporate Wellness Specialist (CCWS), Corporate Health & Wellness Association • Acceptance & Commitment Therapy (ACT) Applications for Aid Workers, Headington Institute (APA CE-accredited) • Psychological First Aid: A Guide for Aid Workers, WHO