

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

Global Staff Care, EAP Leadership & Organizational Development Executive

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Remote roles: employable globally through an Employer of Record (RemoFirst)

PROFESSIONAL PROFILE

Organizational development and workplace mental health executive with 10+ years of global experience designing and leading Employee Assistance Programs (EAP), staff care, mental health and psychosocial support (MHPSS), and learning and development strategy across humanitarian, nonprofit, and corporate sectors. At Headington Institute, directed a 40+ partner staff care and training portfolio spanning 20+ countries, led a multidisciplinary team of approximately 20 professionals, and personally delivered psychosocial support and training to approximately 5,000 aid workers. Built a global staff care and employee engagement strategy for Catholic Relief Services, an organization of approximately 7,000 employees in 120+ countries. Currently the founding Director of EAP Development at ANCHORA Alliance. Designed and facilitated approximately 100 capacity-strengthening workshops grounded in adult learning theory for participants across Latin America, the Caribbean, North America, and the Middle East and North Africa, consistently rated 4 to 5 out of 5 for satisfaction and practical applicability. Brings qualitative and mixed-methods research expertise, including doctoral research on leadership development in humanitarian organizations, training needs assessments, and Knowledge, Attitudes, and Practices (KAP) survey design.

AREAS OF EXPERTISE

- EAP Program Design, Clinical Governance & Quality Assurance
- Staff Care, Duty of Care & Mental Health and Psychosocial Support (MHPSS)
- Learning & Development, Curriculum Design & Adult Learning Theory
- Leadership Development & Trauma-Informed Leadership
- Organizational Development & Change Management
- Employee Engagement, Employee Experience & Psychological Safety
- Training Needs Assessment, Facilitation & Capacity Strengthening
- Crisis Intervention, Critical Incident Response & Psychological First Aid
- Global Partnerships, MoU Negotiation & Stakeholder Engagement
- Proposal Development, Grant Compliance, Monitoring & Evaluation (M&E)
- Qualitative & Mixed-Methods Research
- Learning Management Systems (LMS) & eLearning Development

EDUCATION

Doctor of Education (EdD), Organizational Leadership & Development | Walden University | Conferred Aug 2026

- Dissertation: "Global Humanitarian Aid Sector Leaders' Perception on Leadership Development Programs to Support Humanitarian Aid Workers"

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

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

RESEARCH & APPLIED EVALUATION

Doctoral Research

- Basic qualitative study using an Appreciative Qualitative Interview approach with leaders across the global humanitarian aid sector, examining their perceptions of leadership development programs that support humanitarian aid workers.
- Analysis grounded in Trauma-Informed Care and Adaptive Leadership frameworks; iterative coding produced 21 first-round codes consolidated into three final themes.

Applied Research & Evaluation

- Supported a global organizational assessment across Catholic Relief Services country programs (2022 to 2024): structured data collection and analysis identifying capability and resource gaps to inform enterprise staff care strategy.
- Designed and deployed mixed-methods employee experience measurement tools at key lifecycle moments, Catholic Relief Services (2022 to 2024).
- Led monitoring and evaluation (M&E) reporting and data-driven impact reports with research leadership across a 40+ partner portfolio, Headington Institute (2024 to 2026).
- Designed and administered a Knowledge, Attitudes, and Practices (KAP) survey for the Bahamas Ministry of Health and Wellness Public Health Surveillance teams, The Anchor Group (2021 to 2022).
- Conducted a Training Needs Assessment (TNA) and post-training outcome evaluation, P.A.C.E. Foundation (2021); conducted focus groups and organizational assessments, One Eleuthera Foundation (2021 to 2022).

LEADERSHIP EXPERIENCE

ANCHORA Alliance | Paris, France (Global Telecommuter, Contract)

Director, EAP Development, Solutions & Partnerships (Founding Role) | Jan 2026 to Present

ANCHORA Alliance provides capacity-strengthening and psychosocial support services to humanitarian aid organizations and teams operating in high-risk, high-stress environments.

- Direct the build-out of ANCHORA Alliance's signature global EAP function from inception through implementation and scale, designing trauma-informed service models, clinical governance frameworks, and partner onboarding infrastructure.
- Develop partner-centered EAP models aligned with clinical, ethical, regulatory, and duty-of-care standards, customizing offerings across sectors and geographies.
- Oversee and contribute to EAP service delivery, including trainings, virtual workshops, confidential consultations, and resource development, with services typically ready to deploy within one month of the initial partner consultation.
- Serve as the primary partner-facing leader, co-creating EAP solutions with client organizations and stewarding a portfolio of institutional partners to drive early adoption and long-term engagement.
- Lead development of curricula, digital toolkits, and eLearning and blended learning resources, translating clinical and organizational best practices into scalable training content.
- Partner with executive leadership, the Director of Psychology, and the Ethical & Scientific Committee to establish governance, quality assurance, and continuous improvement frameworks for EAP service delivery.

Reju Inc. | Washington, D.C., USA (Global Telecommuter, Contract)

Senior Strategic Advisor, Mental Health & Organizational Well-being | Nov 2025 to Present

Reju is an AI-enabled mental health and wellness platform that connects users with practitioners through preventive, personalized, evidence-based support and has delivered approximately 5,000 therapy sessions.

- Advise on scaling strategy and market expansion across education, workforce development, nonprofit, and international sectors.
- Guide development of evidence-based, culturally responsive curricula and AI-enabled LMS content on resilience, psychological safety, trauma-informed leadership, and workplace well-being.
- Support proposal development, RFP and grant responses, contracting, and joint ventures, positioning Reju as a trusted partner in digital mental health and organizational resilience.
- Advise on clinician network expansion across the U.S. and international settings, including guidance on quality assurance and professional development.
- Provide strategic input on impact measurement, KPIs, and business case development for enterprise and funder engagement.

Headington Institute | Pasadena, CA, USA (Global Telecommuter) | Mar 2024 to Jan 2026

Tenure concluded with the organization's closure after USAID funding was dismantled.

Director, Global Partnerships, Programs & Impact | Nov 2024 to Jan 2026

- Provided executive leadership for staff care, EAP-aligned, and learning programming across a portfolio of 40+ partner organizations in 20+ countries, including CARE Canada, CARE USA, UNICEF Ukraine, Catholic Relief Services, Concern Worldwide, and the Norwegian Refugee Council, with partner contracts typically valued at \$30,000 to \$50,000 USD.
- Directed and supervised a multidisciplinary team of approximately 20 professionals, including psychologists, psychotherapists, research associates, and business development managers, delivering telehealth counseling, crisis response, and capacity-strengthening workshops, maintaining HIPAA and GDPR-aligned data and compliance standards across international partner offices.
- Led development, administration, and scaling of the organization's Talent LMS, maintaining four licensed eLearning courses in rotation with repeat licensing from approximately five partner organizations.
- Personally delivered 40 to 50 workshops, along with group psychosocial support and critical incident response, reaching approximately 5,000 humanitarian and development professionals across Headington's tenure.
- Drove proposal development, MoU negotiation, and partner contracting, securing new funding and long-term partner engagement.
- Aligned programs with grant requirements and led monitoring and evaluation (M&E) reporting with research leadership, translating program data into impact reports and strategic recommendations for funders and partners.
- Managed strategic partner relationships directly, including GiveDirectly, and delivered recurring, repeat-requested training engagements for partners such as CARE Canada and Trocaire across multiple years.
- Championed an inclusive, psychologically safe workplace culture, strengthening organizational well-being and clinical governance.

Interim Director, Training & Education Services | Oct 2024 to Nov 2024

- Partnered with the outgoing Director to ensure business continuity and knowledge transfer, sustaining the delivery of Headington's global training portfolio through a leadership transition.
- Collaborated with global clients and partners to design and oversee well-being strategies, policies, and programs that strengthened staff engagement and organizational resilience.
- Supported design and rollout of new training and certificate programs and administered pre-deployment resilience assessments for humanitarian and development professionals in high-stress contexts.

Senior Specialist, Global Staff Care & Well-being | Mar 2024 to Oct 2024

- Designed and facilitated approximately 15 virtual and in-person psychoeducational workshops (20 to 25 participants each) grounded in adult learning theory on stress management, resilience, trauma, burnout prevention, and staff care for organizations including CARE Canada, UNICEF Yemen, UNICEF Ukraine, Amal-Tikva, Trocaire, and ACT for Justice.
- Provided telehealth counseling and psychological support to humanitarian aid workers and high-risk industry professionals.
- Conducted pre-deployment resilience assessments, preparing humanitarian and development staff for assignments in high-risk environments.
- Curated and published sector-specific resources, blogs, and guidance, and represented Headington Institute at international conferences, networking events, and industry forums.

Catholic Relief Services (CRS) | Baltimore, MD, USA (Global Telecommuter)

Senior Advisor, Global Staff Care & Well-being | 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 of approximately 7,000 employees in 120+ countries.
- Championed the Employee Assistance Program and associated services to strengthen employee mental health, resilience, and engagement across international offices.

- Supported a global organizational assessment across CRS country programs, using structured data collection and analysis to identify capability and resource gaps and inform enterprise-wide staff care strategy.
- Reviewed and advised on agency policies, procedures, and operational guidance to integrate staff care, stress mitigation, and well-being principles.
- Designed and facilitated leadership development and learning initiatives on resilience, trauma-informed practice, and psychological safety across multiple country programs, including a leadership training for approximately 15 director-level leaders, with webinars typically reaching about 50 participants.
- Built and deployed employee experience measurement tools at key lifecycle moments (transfers, promotions, life events), applying a data-informed, mixed-methods approach to reduce burnout and refine global staff care strategy in partnership with Global People Resources and HR Business Partner teams.
- Strengthened organizational response to employee life transitions and critical incidents, including colleague deaths and family changes, through targeted support strategies.

Thompson Counseling & Consulting (TCC) | The Bahamas (Remote) | Jan 2020 to Present

Principal Learning Strategist, TCC Resilience Academy | Jan 2026 to Present

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

Founder & Chief Organizational Well-being Consultant | Jan 2023 to Present

- Lead an independent consultancy delivering organizational well-being consulting, EAP-adjacent mental health services, and training design for corporate, nonprofit, and humanitarian clients, including CARE, MiracleFeet, and Perfected Claims, serving 1,000+ people through group and individual services, beginning with Hurricane Dorian survivor and refugee support.
- Design and implement holistic well-being programs that promote employee mental health, psychological safety, and work-life balance.
- Develop and facilitate workshops and professional development programs on resilience, leadership, staff care, trauma-informed practice, and DEI.
- Advise organizational leaders on integrating staff care and well-being into strategic planning and operations, including change management and resilience support during organizational transitions.
- Maintain an active counseling caseload with HIPAA-compliant electronic health records (EHR) and case documentation.
- Evolved the practice from a clinical focus to a broader organizational well-being model addressing employee experience, workplace culture, and systemic resilience.

Founding CEO & Chief Mental Health Officer | Jan 2020 to Dec 2022

- Provided executive leadership over a virtual private practice specializing in organizational well-being, corporate wellness, community mental health, and DEI initiatives.
- Delivered individual and relational virtual psychotherapy for a caseload of up to 10 adult and couples' clients, ensuring compliant, high-quality clinical documentation.
- Provided clinical supervision and mentorship to 3 masters 's-level counseling students; one was hired by the practicum site and another advanced to doctoral study.
- Sourced and secured organizational clients for virtual and in-person training, professional development, program design, and consulting projects across corporate, nonprofit, and humanitarian sectors.

The Cape Eleuthera Island School (CEIS) | South Eleuthera, The Bahamas | Jan 2019 to Jan 2021

Residential campus of the Cape Eleuthera Foundation serving approximately 100 staff and new teachers, high school seniors, and gap year students in a 100-day semester program (about 50 students per semester), short-course participants, and the affiliated Deep Creek Middle School (about 45 students in grades 7 to 9).

Director, Equity, Belonging & Mental Health (Promotion) | Jun 2020 to Jan 2021

- Proposed and secured approval for a new leadership role establishing organizational accountability for equity, diversity, inclusion, and belonging (DEIB) and mental health strategy.

- Led department operations across this multi-program community, including recruitment, training, and supervision of staff, interns, and faculty, and partnered with the Chief Human Resources Officer to embed equity and belonging into talent acquisition.
- Developed DEIB strategy and integrated it into institutional strategic planning, designing training programs, policies, and learning opportunities across a multicultural K through university community.
- Chaired all mental health initiatives, services, and peer consultation across the campus, including crisis support for Deep Creek Middle School students and consultation to teachers on mental health concerns among semester and gap year students.

Mental Health Manager (Promotion) | Jan 2020 to Jun 2020

- Proposed and established a new mental health leadership role, securing approval from the CEO, CHRO, and CFO.
- Led mental health initiatives, staff training, peer consultation, and employee support, supported teachers in delivering Youth Mental Health First Aid, and delivered learning on Mental Health First Aid, LGBTQIA+ inclusion, employee mental health, and workplace conflict resolution.

Outreach Manager (Promotion) | Mar 2019 to Dec 2019

- Collaborated with the Director of Outreach & Partnerships to develop, monitor, and manage all youth outreach and educational programming.
- Supervised staff and interns delivering environmental science and socio-emotional education through overnight camps and day programs, and directed recruitment, interviewing, and onboarding.

Program Manager, Young Men's Leadership Program | Jan 2019 to Mar 2019

- Developed and facilitated psychoeducational and experiential leadership programming for a cohort of 12 to 15 at-risk Bahamian young men, addressing resilience, leadership, masculinity, and positive identity development.
- Created educational materials, policies, procedures, and grant proposals to strengthen program sustainability and alignment with strategic goals.
- Continued mentoring the program cohort through subsequent Outreach Manager and mental health leadership roles, sustaining continuity of support for participants.

EAP, CONSULTING & ADVISORY EXPERIENCE

WorkPlace Options | Raleigh, NC, USA (Remote)

Employee Assistance Program Therapist & Global Trainer | Apr 2022 to Present

- Deliver virtual clinical EAP services, including counseling, mental health and substance use evaluations, treatment planning, and crisis case management, for employees referred through regional (Caribbean) and global corporate contracts, supporting approximately 100 individuals across the Caribbean with HIPAA-compliant documentation.
- Sustain strong client engagement, with clients typically completing 4 to 5 sessions of a 5-session benefit and 6 to 8 sessions of a 10-session benefit.
- Address presenting concerns, including workplace conflict, work-related trauma, depression, anxiety, substance use, and interpersonal challenges.
- Appointed to the Global Trainer Network to develop, facilitate, and contextualize virtual, in-person, and pre-recorded learning for corporate clients on leadership development, conflict resolution, mental health, resilience, psychological safety, and trauma-informed leadership.

Consulting Engagements via Thompson Counseling & Consulting

Phirst Class Fitness | Nashville, TN, USA (Global Telecommuter)

Director of Mental Health & Well-being | Mar 2026 to Present

- Lead the design and integration of mental health and well-being initiatives that support resilience, motivation, and sustainable behavior change in a fitness-focused environment.
- Provide non-clinical well-being consultations and develop written resources supporting stress management, emotional regulation, recovery, and lifestyle balance.
- Collaborate with leadership and staff to embed psychologically informed practices into programming, enhancing member experience and long-term retention.

CARE Canada | Toronto, Canada (Global Telecommuter)

Employee Well-being Advisor | Jan 2026 to Present

- Designed and delivered a three-session well-being and resilience webinar series reaching approximately 45 staff, integrating trauma-informed care, emotional regulation, and behavior change strategies for staff in high-stress humanitarian contexts.
- Provide non-clinical resilience consultations and psychoeducational tools supporting stress management, burnout prevention, and sustainable performance among global staff.
- Align well-being programming with operational realities in collaboration with organizational stakeholders to strengthen psychological safety, engagement, and staff care outcomes.

Perfected Claims | Los Angeles, CA, USA (Global Telecommuter)

Employee Well-being Advisor | Jan 2026 to Present

- Designed and delivered a tailored well-being and resilience webinar series for claims teams supporting the LA Fire Justice initiative, addressing stress, burnout, and vicarious trauma in high-demand claims environments.
- Provide non-clinical resilience consultations and practical tools supporting emotional regulation, coping, and sustainable work practices for professionals exposed to distressing case material.
- Collaborate with leadership to align well-being programming with operational demands, supporting retention and workforce resilience during disaster response and recovery.

The Bahamas Psychological Association (BPA) | The Bahamas

Island Mental Health & Psychosocial Support (MHPSS) Officer | Nov 2021 to Dec 2022

- Led community capacity-building through local resource mobilization on Eleuthera, coordinating with MHPSS officers across five islands.
- Engaged government agencies, NGOs, and community organizations to advance psychosocial well-being initiatives, and monitored and evaluated psychosocial and disaster relief programs.
- Designed and facilitated Psychological First Aid (PFA) training for stakeholders and delivered PFA and counseling services to civilians affected by disaster events.

The Anchor Group | New York, NY, USA (Remote)

Gender Health Education & Promotion Specialist | 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, ensuring gender-responsive findings.
- Collaborated on the design of an Electronic Public Health Surveillance System for The Bahamas, applying a gender equity lens to needs assessments, technology reviews, infrastructure evaluations, and stakeholder interviews.

One Eleuthera Foundation | South Eleuthera, The Bahamas (Hybrid)

Employee Wellness Consultant | Jan 2021 to Mar 2022

- Partnered with Human Resources leadership to design and implement cross-organizational initiatives that enhanced team performance, recruitment, and collaboration.
- Conducted focus groups and organizational assessments to inform leadership development and well-being strategy, and created action plans strengthening culture and psychological safety.
- Provided one-on-one wellness consultations and facilitated virtual workshops on stress management, anxiety, grief and loss, and holistic well-being.

PTSD & EAP Therapist | Jan 2020 to Jun 2020

- Provided Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) to children, families, and adults who survived, evacuated, or relocated after Hurricane Dorian (2019) in Abaco and Grand Bahama.

Providing Access to Continued Education (P.A.C.E.) Foundation | The Bahamas

Project Manager, Engaging Bahamian Boys & Men | Mar 2021 to Aug 2021

- Developed and secured approval for a program proposal providing education, training, and skills development for community stakeholders and service providers working with boys and men.

- Conducted a Training Needs Assessment (TNA), set training objectives, and presented a comprehensive training action plan to foundation leadership.
- Designed and facilitated a 16-hour training program completed by approximately 15 guidance counselors, monitoring outcomes and analyzing post-training feedback to strengthen future delivery.

The University of the West Indies, Cave Hill | Barbados (Remote)

Supervising Psychologist & Site Supervisor | Jun 2020 to Sep 2021

- Provided clinical oversight and weekly group supervision to master's in counseling students completing direct service practicum requirements.
- Reviewed case notes, assessments, and documentation to ensure ethical, high-quality practice, and mentored students delivering community outreach and school-based mental health services.

CLINICAL & FORENSIC EXPERIENCE

P.S. Evolution | Chicago, IL, USA

Psychotherapist | Apr 2018 to Nov 2018

- Conducted clinical interviews, mental health assessments, and individual, family, and group psychotherapy for clients across diverse ethnicities, cultures, and age groups, with treatment plans and clinical documentation.

The Chicago School Forensic Center | Chicago, IL, USA | Aug 2015 to Jan 2018

Lead Psychotherapist | May 2016 to Jan 2018

- Conducted clinical interviews, assessments, and individual, group, and family psychotherapy for clients involved in the legal and juvenile justice systems, maintaining a caseload of 5 to 10 clients, including court-ordered competency clients and parent-child interaction therapy cases.
- Facilitated Evening Reporting Center groups of 15 to 20 adult males awaiting trial.
- Performed forensic assessments, including fitness to stand trial and competency evaluations, as referred by the Illinois Department of Human Services.
- Created psychoeducational curricula on mental health, resilience, and justice-system involvement for youth in the juvenile justice system.
- Co-supervised master's and doctoral-level psychology students and liaised with attorneys, public defenders, probation and parole officers, and social workers to coordinate care.

Interim Project Coordinator | Sep 2017 to Jan 2018

- Provided operational leadership for forensic community mental health services and led the transition from paper records to an Electronic Health Records (EHR) system.

Psychotherapy Intern | Aug 2015 to Dec 2015

- Developed and facilitated court-ordered weekly truancy reduction groups for juvenile offenders and conducted clinical interviews, assessments, and treatment planning.

Creative Counseling & Evaluation | Waukegan, IL, USA

Psychotherapy Intern, Adult Offender Treatment | Jul 2014 to Aug 2015

- Conducted group and individual psychotherapy and psychoeducation for an outpatient adult male offender population, liaising with probation and parole officers and supporting private practice operations.

Cook County Juvenile Detention Center | Chicago, IL, USA

Mental Health Professional | Aug 2013 to Apr 2015

- Co-facilitated group therapy for juvenile offenders on the socioemotional implications of legal system involvement, and conducted clinical interviews, assessments, and treatment planning.

Bahamas Department of Rehabilitation & Welfare Services | The Bahamas

Trainee Probation Officer | Jul 2013 to Aug 2013

- Conducted intake assessments of adult and juvenile offenders and developed court-ordered reports and treatment recommendations for the Magistrate.

R.E.A.C.H. Autism Summer Camp | The Bahamas

Therapeutic Camp Counselor | Jul 2010 to Aug 2011

- Co-facilitated art therapy, physical education, socialization, and team-building activities for children on the autism spectrum ages 5 to 10.

Sandilands Rehabilitation Centre | Nassau, The Bahamas

Psychiatric Aide & Case Worker | Jul 2010 to Aug 2010

- Conducted psychoeducational groups on substance use for pretrial juvenile offenders and on daily living skills for adolescents with chronic mental health challenges.

TEACHING, TRAINING & FACILITATION

Academic Teaching & Lectures

- Adjunct Faculty, The Chicago School of Professional Psychology: taught service-learning course FO 66F A-SL, Community Intervention in Forensic Mental Health: Youth in Juvenile Justice (concurrent with Lead Psychotherapist role)
- Guest Lecturer, "Fitness Restoration and Competency to Stand Trial," master's and doctoral psychology students, The Chicago School Forensic Center, Apr 2017

Workshop Design & Facilitation (Selected; approximately 100 delivered, 2020 to Present)

Delivered via Headington Institute unless otherwise noted. Typical cohorts of 20 to 50 participants; sessions consistently rated 4 to 5 out of 5 for satisfaction and practical applicability.

- "Navigating Uncertainty: Strengthening Resilience and Well-Being in Humanitarian Work During Uncertain Times," CARE Canada, Feb 2025 (delivered following the USAID funding freeze)
- "Building Bridges: Trauma-Informed Leadership for Peacebuilders," Amal-Tikva, Jan 2025 (peacebuilders in the Israel-Palestine context)
- "Advanced Psychological First Aid," CARE Canada, Jan 2025
- "Understanding Stress, Trauma & Resilience," CARE Canada, Nov 2024
- "Expanding Your Window of Tolerance," Dataminr, Nov 2024 (content moderators)
- "Restorative Self-Care in the Workplace," CARE Canada International, Oct 2024
- "WMHD: Prioritizing Mental Health in the Workplace," Trocaire and CARE Canada, Oct 2024 (World Mental Health Day)
- "Practical Workplace Tools to Support Workplace Mental Health," Trocaire, Oct 2024
- "Personal Well-being & Understanding," UNICEF Yemen, Aug 2024
- "Trauma-Informed Leadership," ACT for Justice, Aug 2024
- "Understanding and Addressing Vicarious Trauma," ACT for Justice and Perfected Claims, Aug 2024; Trocaire Ireland Programs, Jun 2024
- "Navigating Uncertainty & Change in the Workplace," UNICEF Ukraine, Jul 2024
- "Resilience During Times of Change," UNICEF Yemen, Jul 2024
- "Managing Team Conflicts and Interpersonal Effectiveness," CARE Canada, Jun 2024
- "Navigating Organizational Change," Catholic Relief Services Finance Department, Feb 2024 (leaders managing staff through restructuring, layoffs, and reassignments)
- "Mental Health Retreat" workshop series, Catholic Relief Services Sierra Leone Country Program, Oct 2022
- "Psychological Safety in the Workplace" workshop series, Catholic Relief Services Global People Resources, Sep 2022
- "Psychosocial Health and Well-being Following Critical Incidents," Catholic Relief Services MHPSS Community of Practice, Aug 2022
- "Grief and Loss in the Workplace," Catholic Relief Services All-Staff Presentation, Jun 2022 (following staff fatalities in the field)
- "Engaging Bahamian Boys and Men," 16-hour training for guidance counselors, P.A.C.E. Foundation, 2021
- Safe Zone Training on LGBTQIA+ awareness, inclusion, and allyship for community members, organizational staff, and educators, Jan 2020 to Present

Learning Resource Development

- Authored 5 self-paced eLearning courses on trauma-informed leadership, vicarious trauma, burnout prevention, and psychosocial well-being.
- Developed approximately 20 partner-tailored toolkits and psychoeducational resources across humanitarian, nonprofit, and corporate engagements.

Invited Presentations & Panels

- "Consent: A Man's Perspective," University of The Bahamas (representing BaSHRA), Mar 2022
- "Understanding Masculinity: Challenging Men's Role in Gender Violence," University of The Bahamas (representing BaSHRA), Dec 2021
- "Navigating the Virtual Workspace," Corporate Wellness Presentation, Insurance Commission of The Bahamas, Sep 2021
- "Conversation for Men on Gender-Based Violence," Panelist, Equality Bahamas, 16 Days of Advocacy, Feb 2021
- "Centering Vulnerable Communities in Recommendations to End Gender-Based Violence," Equality Bahamas, Nov 2020
- "Engaging Caribbean Boys and Men to End Gender-Based Violence," MenEngage Ubuntu Symposium, Nov 2020
- "Social Inclusion: Where Are the Men and Boys? Male Allyship and the Achievement of SDG 5," Panelist, Office of the Prime Minister of The Bahamas, Sustainable Development Goals Unit, Nov 2020
- "Stress Management for Educators Teaching During the Pandemic," Deep Creek Middle School, Aug 2020
- "Stress Management for Leaders," One Eleuthera Foundation executive team, Jun 2020
- "Mental Health and Suicide Awareness," Instagram Live host with LivOn22, Cape Eleuthera Foundation, Jun 2020
- "Stress Management & Self-Care for Educators," Preston H. Albury High School, Feb 2020
- "Conflict Resolution in the Workplace and Shared Living Spaces," Cape Eleuthera Island School, Apr 2019
- "Compassion Fatigue and Student Mental Health," Deep Creek Middle School, Apr 2019

APPLIED FRAMEWORKS & PRACTITIONER CONTRIBUTIONS

- HEART Framework (Headington Empowerment and Resilience Train-the-Trainer): practice framework, developer
- Adaptive Organizational Resilience Matrix (AORM): practice framework, developer
- Neuro-Trauma Leadership (NTL): practice framework, developer
- Held Steady Together: book series, forthcoming (author); coloring, puzzle, and reflection books for military and humanitarian families living apart
- Practitioner resources: sector-specific blogs, tools, and guidance on aid worker well-being, Headington Institute, 2024 to 2025

BOARD, ADVISORY & COMMUNITY LEADERSHIP

From Eleuthera With Love (FEWL) | Eleuthera, The Bahamas

Director, Mental Health & Psychosocial Support, Board of Directors | Apr 2020 to Present

- Serve as Designated Senior Mental Health Professional, leading crisis intervention strategy and psychoeducational curricula for survivors of Hurricane Dorian (2019) within general and special education services, reaching approximately 100 survivors and refugees.

Caribbean Action Network (CariMan) | The Caribbean

Founding Member & Bahamas Representative | Mar 2021 to Dec 2023

- Coordinated joint regional action, competency building, policy development, and advocacy on gender and social issues through a feminist and gender equity lens, integrating grassroots perspectives into regional initiatives.

Bahamas Sexual Health & Human Rights Association (BaSHRA) | Nassau, The Bahamas

Director for Gender & Masculinity Education, Board of Directors | Jul 2021 to Jul 2022

- Guided development of comprehensive sexuality and gender programming and community communications, and led stakeholder training on gender, masculinity, family planning, and gender-based violence.

United Nations Conference of Youth (COY16) | The Bahamas

Country Coordination Officer | Jan 2021 to Nov 2021

- Led national coordination within a regional group, driving stakeholder participation and awareness of youth-led climate change initiatives.

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Professional Certifications

- Certified Corporate Wellness Specialist (CCWS), Corporate Health & Wellness Association, Feb 2024
- Certified Health Reform Specialist (CHRS), Corporate Health & Wellness Association, Feb 2024

Specialized Certificates

- Acceptance & Commitment Therapy (ACT) Applications for Aid Workers and Clients in Remote Settings (APA CE-accredited), Headington Institute, Apr 2024
- Staff Care for Managers in Humanitarian Aid, Headington Institute, Apr 2024
- The Psychology of Critical Incidents in Humanitarian Aid, Headington Institute, Apr 2024
- Hostile Environment Awareness Training (HEAT), Instructor Orientation, Headington Institute, Apr 2024
- Clinical Treatment of LGBTQ+ Clients: Forensic Perspectives, The Chicago School, Feb 2024
- Introduction to International Humanitarian Law (IHL), International Committee of the Red Cross (ICRC), Oct 2023
- Psychological First Aid: A Guide for Aid Workers, World Health Organization (WHO), Oct 2023
- Staying Safe, Alert, and Resilient in a Crisis: Israel-Hamas Conflict, Workplace Options, Oct 2023
- Engaging Men & Boys in MHPSS in Emergency Settings and Displacement, Inter-Agency Standing Committee (IASC), Jan 2022
- Psychological First Aid in Disaster Management in the Caribbean, Pan American Health Organization (PAHO), Jan 2021
- Diversity and Inclusion in the Workplace, ESSEC Business School, Jun 2020
- Leading for Equity, Diversity, and Inclusion in Higher Education, University of Michigan, Jun 2020
- Cultivating and Championing Emotional Wellness Amidst COVID-19, The Chicago School of Professional Psychology, Jun 2020
- The Science of Well-Being, Yale University, Apr 2020
- Safe Zone Trainer, The Safe Zone Project, Jan 2020
- EMDR Integrative Group Treatment Protocol for Ongoing Traumatic Stress (EMDR-IGTP-OTS), Ignacio Jarero, PhD, Sep 2019
- Acute Stress Syndrome Stabilization (ASSYST) Procedures, Individual and Group Modalities, Ignacio Jarero, PhD, Sep 2019 (trained in response to Hurricane Dorian)

Continuing Professional Development

- How to Support Your Employees' Well-being; Subtle Shifts in Thinking for Tremendous Resilience, LinkedIn Learning, Oct 2022
- Achieving Harmony: Maintaining a Healthy Work/Life Balance; Building Effective Teams in a Digital Workplace; Five Generations in One Workplace, Business Health Systems, Aug 2022
- Health Summit on digital approaches to health equity, Meta, May 2022
- Workplace Mental Health Action Summit, American Psychological Association (APA), Apr 2022
- Psychological Assistance for Refugees, The Mental Wellness Society, Mar 2022
- Introduction to Disaster Risk Reduction and Resilience, ADRA Bahamas, Mar 2022
- Black Masculinity, Consent and Leadership, Black Emotional and Mental Health Collective (BEAM), Apr 2021
- Mastering Difficult Conversations While Working Remotely, Next Concept HR Association, Apr 2021
- Providing a Toolkit for Helping Communities Thrive During a Crisis, Mitch Rosenwald, PhD, LCSW, Jul 2020
- Leading in Times of Crisis: Coaching Skills for Leaders, Barry University, Jun 2020
- Teaching to Navigate Challenge and Adversity, Harvard Graduate School of Education, May 2020

- CASEL CARES Virtual Webinar Series, Collaborative for Academic, Social, and Emotional Learning (CASEL), Apr 2020

SYSTEMS & TECHNICAL PROFICIENCY

- Electronic Health Records (EHR) and case management systems (HIPAA and GDPR-aligned compliance)
- Learning Management Systems (Talent LMS) and eLearning course development
- 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