



Lara Summers is a Managing Director at Legacy Alliance. She has worked with senior executives and their teams across healthcare, professional services, technology, and government industries doing executive coaching, executive assessment, team development, and large scale organizational change initiatives.

Lara has an expertise in assessment and development. As an industrial and organizational psychologist, she is skilled at developing, administering, and interpreting a wide range of reliable and valid instruments. In her executive assessment work, she utilizes multiple testing instruments to create a clear developmental picture for executives. By providing verbal feedback and coaching, accompanied by a written feedback report, she ensures that the client clearly understands the assessment results and has strategies in place to leverage strengths and address derailing behaviors. Lara is able to customize the assessment batteries to the client. Assessment batteries evaluate such areas as, leadership strengths, leadership style, blind spots and derailing behaviors, organizational fit, motivational drivers, problem solving skill, business acumen and reasoning, integrity, and interpersonal and communication styles.

In Lara's executive coaching work, she has helped executives be more effective in their leadership. The coaching work focuses on increasing self-awareness, exposing career derailing blind spots, establishing and communicating a clear and compelling vision, building better relationships, developing a strong team, effectively dealing with conflict, and shifting organization culture. Senior executives find that honest feedback, accountability, and a safe place to discuss issues are part of the value of Lara's executive coaching work.

Lara's team development work is focused on dealing with the heart of the team's issues. Teambuilding engagements focus on developing a deeper understanding of team members' strengths, limitations and motivations, effectively working together and dealing with conflict, establishing trust, and working toward actionable goals with accountability. Teams find that after the teambuilding there is more trust, and better relationships, as well as increased teamwork, productivity, and efficiency.

In organizational change and development initiatives, organizations who have worked with Lara and her team have reported that over time they experienced increased profitability, productivity, effectiveness and errors reported, as well as reduced turnover. These organizations also enjoy a culture of openness, trust, and camaraderie. The change process involves aligning leaders, organizational assessment through quantitative and qualitative methods, easily interpreted report methods, and clear strategies in place with accountabilities to address issues.

Lara is currently completing a Ph.D. in Industrial Organizational Psychology from Colorado State University. In her Ph.D. work she specializes in the areas of leadership training and development, executive assessment and coaching, women's leadership advancement,

motivation and personality assessments. Lara has a strong psychometrics educational background that is utilized in leadership, team and organizational assessment and development. Lara's dissertation work focuses on the unique competencies and skills needed for women's advancement to executive leadership positions. Lara's research on executive coaching in healthcare organizations was presented at the American College of Healthcare Executives 2007 Annual Conference. Lara received a Bachelor of Science degree in Psychology at Metropolitan State College of Denver and a Master of Science degree in Industrial Organizational Psychology from Colorado State University.