

# ALICIA HOFER

MSIOP, ODCP, CPC | Organization  
Development Specialist | Process Consultant |  
Leadership Coach



## PROFESSIONAL SUMMARY

With over a decade of experience as a consultant, facilitator, and executive coach, Alicia focuses on leveraging data and the unique client context to promote a thriving organization. Her approach is multifaceted, agile, and customized as she creatively designs evidence-based strategies and solutions to meet organizational needs. Alicia blends analytics with innovative problem-solving to inspire transformative change in individuals, teams, and organizations.

Specifically, Alicia brings her brilliance in 3 areas:

**Advancing Work Culture:** Alicia adeptly tackles obstacles in work culture, evaluates cultural dynamics, and empowers strengths and opportunities as she guides clients through navigating change.

**Optimizing Performance:** Alicia skillfully facilitates constructive conversations and creates space to ensure every talent is maximized. Her expertise allows organizations to harness collective strengths for optimal performance and sustainable success.

**Holistic People Strategy:** Alicia excels in translating big-picture vision, goals, or ideals into tangible actions to optimize operations, increase efficiency, and foster alignment among leaders, individuals, and teams. Alicia's versatility enables her to create meaningful connections and impact at all levels of the organization.

## CERTIFICATIONS & EDUCATION

**M.S. in Industrial-Organizational Psychology,**  
*Eastern Kentucky University*  
**Organization Development & Change**  
**Leadership** Graduate Certificate, *Peter Drucker*  
*School of Management*  
**Certified Process Consultant,** *Society of*  
*Process Consulting*  
**Certified in DISC Assessments,** *TTI Success*  
*Insights*  
**Certified in Hogan Assessments,** *Hogan*

## METHODOLOGIES

**Data-Driven Solutions:** Alicia efficiently integrates data-driven strategies from Industrial-Organizational psychology to offer impactful solutions for workplace behavior. Through the meticulous gathering, analysis, and application of data, including adept utilization of assessments, Alicia empowers clients to attain profound insights and identify areas of opportunity.

**Organizational Development (OD):** Alicia specializes in Organizational Development, a professional approach that optimizes organizations by aligning strategy, structure, people, rewards, metrics, and management. With her expertise in OD methodologies, Alicia enhances organizations' capacity to adapt and improve.

**Process Consulting:** When collaborating with clients, Alicia attentively listens and employs insightful questioning to grasp the unique context. Alicia's approach can collaboratively devise solutions, craft customized content, or engage in complex discussions.

## SUCCESSFUL RECORD

To date, Alicia has consulted, advised, and coached over 500 individuals. She has a decade of experience facilitating and designing over 1000 company-wide or team workshops with groups, senior leaders, or corporate teams.

*"Alicia is a trusted partner in cultivating a dynamic team. She can assess the needs of individuals and leverage her knowledge to foster growth toward better management and leadership qualities within the team. She actively listened to the goals and created a curriculum that fit our needs and cadence that worked for our team. Within 6 months, we saw incredible growth in our team's collective engagement and each member's individual growth."*

-- Rebecca Thomas,  
CEO of T&T Construction

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