



Emily Hoole

Group Director, Global Research and Evaluation

Experience

Emily's work at CCL with clients, faculty and researchers spans many industries and regions. Her industry experience includes work in high tech, automotive, pharmaceuticals, manufacturing, finance, retail, energy, government, food and beverage, education, nonprofit, and bio tech with clients located in North America, Europe, Africa and Asia. She combines evaluating thinking with organizational learning in her work with faculty and clients to improve the effectiveness of organizational interventions.

Prior to CCL Emily was the Director of Evaluation at The Rapides Foundation, a healthcare foundation, managing multiple, large, multi-year evaluation projects focused on healthcare, education and economic development. Emily also served as the CEO of a non-profit organization and worked in the media and healthcare fields.

Current Role

Emily serves as Group Director of Global Research at the Center for Creative Leadership, a not-for-profit research and educational institution with headquarters in Greensboro, NC. In this role, she leads the Center in setting the strategy for global research and evaluation to both align with and anticipate clients' needs regarding leadership and leadership development to address critical challenges and issues; identifies priorities for the Center's portfolio and aligns resources and projects to accomplish those priorities; and ensures that results of our research and evaluation are disseminated widely to inform leaders and organizations around the world. Emily also serves as a researcher, consultant, speaker, author, and program designer.

Educational Background

Emily holds a BS in Political Science, a Master of Public Administration and a PhD in Assessment and Measurement from James Madison University. Emily served as an adjunct instructor in assessment and evaluation for the Educational Research Methodology department at the University of North Carolina-Greensboro.

Professional Affiliations

Emily has published numerous articles related to evaluation and organizational learning, including co-authoring a chapter on evaluation methods in the *Oxford Handbook of Leadership and Organizations*, a chapter on evaluating leadership development in ASTD's *Handbook of Measuring and Evaluating Training*, co-author of a chapter on evaluation as part of a learning culture in AEA's *New Directions in Evaluation*, and co-author of an article on the value of leadership development in EFMD's *Global Focus*. Emily has served as a reviewer for journals such as *Leadership Quarterly*, the *Journal of Business and Psychology*, and the *Journal of Leadership Education*. Emily is very engaged in her local community and is a member of Gate City Rotary and currently serves as a Board Member and President-Elect. Emily is a member of the American Educational Research Association (AERA), American Evaluation Association (AEA), and the Academy of Management (AoM).