

Michael Richard Cauley

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Education

DOCTOR OF PHILOSOPHY | 2023 | CASE WESTERN RESERVE UNIVERSITY

- Concentration: Management Designing Sustainable Systems

MASTER OF SCIENCE | 2018 | BENEDICTINE UNIVERSITY

- Concentration: Management and Organizational Behavior

DOCTOR OF MINISTRY | 2010 | ANDREWS UNIVERSITY

- Concentration: Mission

MASTER OF DIVINITY | 2002 | ANDREWS UNIVERSITY

- Major: Divinity

BACHELOR OF ARTS | 2000 | SOUTHERN ADVENTIST UNIVERSITY

- Major: Theology
- Minor(s): Biblical Languages, Practical Theology

Certifications

PROFESSIONAL COACH | 2015 | HUDSON INSTITUTE OF COACHING

- Concentration: Individual and Organizational Systems

CERTIFIED GOVERNMENT COACH | 2018 | UNIVERSITY OF GOVERNMENT COACHING

- Concentration: Federal and State Government Certification in Washington, D. C.

CPI 260 INSTRUMENT | 2018 | CPP, INC.

- Concentration: Executive Recruitment and Leadership Development

FIRO-B INSTRUMENT | 2018 | CPP, INC.

- Concentration: Behavior

ICF PCC MARKERS TRAINING | 2018 | INTERNATIONAL COACH FEDERATION

- Concentration: ACTP Assessor

IRONMAN CERTIFIED COACH | 2015 | IRONMAN UNIVERSITY

- Concentration: Triathlon

LEADERSHIP ARCHITECT | 2015 | KORN FERRY

- Concentration: Leadership Competencies

MYERS-BRIGGS TYPE INDICATOR INSTRUMENT | 2018 | CPP, INC.

- Concentration: Psychological Preference Tool

PCC | 2017 | INTERNATIONAL COACH FEDERATION

- Concentration: Professional Certified Coach

POLARIS COMPETENCY MODEL AND 360 SURVEY | 2017 | ORGANIZATION SYSTEMS INTERNATIONAL

- Concentration: Leadership Competencies and 360 Assessment

PROFILE XT | 2016 | PROFILES INTERNATIONAL

- Concentration: Analytical Assessment

STRONG INTEREST INVENTORY INSTRUMENT | 2018 | CPP, INC.

- Concentration: Career Development and Employee Engagement

VOICES 360 | 2015 | KORN FERRY

- Concentration: 360 Assessment

Skills & Abilities

BUSINESS DEVELOPMENT

- As Director of Lipscomb's Performance Coaching Program, I have built the program from three students with revenue of \$43,000 to 40 students in 2019 with revenue of \$640,000. During that time, I have trained leaders from Acadia Healthcare, Community Health Systems, HCA, Press Ganey, Specialty Care, Vanderbilt University Medical Center, Auburn University, Vanderbilt University, Lyft, Metro Schools, State of Tennessee, The United States Air Force, and Human Resource consulting firms.

COACHING

- Since launching my coaching practice, I have coached leaders within Research Universities, Finance, Tech, Healthcare, Manufacturing, Retail, and Music industries, Nonprofits and NGOs. I also work with leaders in transition and entrepreneurs.

CRITICAL THINKING

- A highly abstract thinker, I have a natural ability to process vast amounts of information and integrate it into leadership and praxis providing integrated, experiential learning from the most current resources in business, emotional intelligence, and organizational behavior.

ORGANIZATIONAL BEHAVIOR

- My work in organizational behavior is concentrated at the intersection of leadership development and systems thinking. To work at this intersection I leverage creative thinking, logic, and project management to lead organizations to learn change which requires integrated practice of both skill sets.

SYSTEMS THINKING

- My work in systems thinking guides leaders and organizations toward change at the intersection of self as leader and organizational systems. This work has resulted in congregational engagement in local communities through diversity and inclusivity, start-ups, HR/Talent Management turn-around, and multiple projects through doctoral and graduate students I have taught at Andrews University and Lipscomb University. I have also presented on systems internationally at The International Society for Organizational Development and Change and Harvard Medical School's Institute of Coaching Conference.

Grants, Fellowships, and Awards

ARNOVA | 2020 | EMERGING SCHOLAR AWARD

- Award designed to support the efforts of emerging scholars toward dissemination of research into practice.

DM FOWLER CENTER FELLOW | 2020 – PRESENT | WEATHERHEAD SCHOOL OF MANAGEMENT

- Fellowship for research, presentation, and publication in business for the triple bottom line.

DM NONPROFIT MANAGEMENT FELLOW | 2019 – PRESENT | WEATHERHEAD SCHOOL OF MANAGEMENT

- Award for research, presentation, and publication in nonprofit and public policy.

Academic Experience

➤ **FACULTY | 2019 – PRESENT**

LIPSCOMB UNIVERSITY

- Associate Professor of Professional Studies
- Lead Faculty, Performance Coaching Program

➤ **ADMINISTRATIVE FACULTY | 2018 (MID-YEAR APPOINTMENT) – 2019**

LIPSCOMB UNIVERSITY

- Director of Instruction
- Associate Professor of Professional Studies
- Academic Chair, College of Professional Studies
- Lead Faculty, Performance Coaching Program

➤ **ADJUNCT FACULTY | 2010 – 2018**

LIPSCOMB UNIVERSITY | 2016 – 2018 | NASHVILLE, TN

- Courses taught in 2016, 2017, 2018.
- Foundations of Ethical Coaching; Coaching Mentorship and Practicum; Advanced Global Skills; Advanced Mission Focus; Leadership Seminar; Talent Development and Coaching.

ANDREWS UNIVERSITY | 2010 – 2018 | BERRIEN SPRINGS, MI

- Courses taught in 2011, 2013, 2015, 2017, 2018.
- Transformational Leadership and Organic Systems Thinking; Incarnational Missional Church; Discipling Leaders for Mission.

COLUMBIA STATE COMMUNITY COLLEGE | 2014 – 2016 | COLUMBIA, TN

- Courses taught in 2014, 2015, 2016.
- Philosophy of World Religions.

➤ **GUEST LECTURE | 2020 – PRESENT**

CALIFORNIA STATE UNIVERSITY SAN BERNADINO

- School of Entrepreneurship

Practitioner Experience

➤ **EXECUTIVE COACH | 2015 – PRESENT**

COHORT4CARE, LLC | 2020 – PRESENT

- Chief Services Officer
- Coaching, Consulting, and Learning for Healthcare Organizations and Healthcare Professionals to Address Burnout and Compassion Fatigue.

INTERNATIONAL COACH FEDERATION (ICF) | 2018 – PRESENT | LEXINGTON, KY

- PCC Assessor

TED | 2017 – PRESENT | VANCOUVER, BC, CANADA

- TED Fellows Coach

GOAL DESIGN, LLC | 2015 – 2020 | FRANKLIN, TN

- Executive Coach and Organizational Behavior Consulting

➤ **MINISTRY | 2003 – 2017**

KENTUCKY TENNESSEE CONFERENCE

- Senior Pastor
- Stabilized fragmented church culture.
- Created inclusive faith community.
- Developed multi-cultural partnership in an historically underserved neighborhood of Franklin, Tennessee.

TEXAS CONFERENCE

- Church Planter
- Integrated spiritual disciplines into organizational behavior of church culture.
- First non-profit to join Old Town Keller Merchant's Association for purpose of revitalizing local business.
- Began café serving meals to local business owners.

WASHINGTON CONFERENCE

- Reinstated church's standing within the city of Shelton and Mason County as a place of safety.
- Worked with Mason County Sheriff to integrate safe practices into church culture.
- Developed ecumenical partnerships with other clergy to provide common ground for mission.

Intellectual Contributions

- Weatherhead 2020 PRME SIP Report. (2020). M. R. Cauley, *Research Highlights from Doctoral Degree Programs*. (p. 45). Fowler Center for Business as an Agent of World Benefit.

Conference Papers and Presentations

- Cauley, M. R. (2020). "Frontline Healthcare Professionals and Inquiry," Association for Research on Nonprofit Organizations and Voluntary Action, November 2020.
- Cauley, M. R. and Cauley, A. M. (2019). "Creating a Coaching Culture for Meaningful Work," Lipscomb University Engage Employee Development Series, November 2019.
- Cauley, M. R. and Gilbert, D. B. (2019). "Coaching ROI: A Path for Creating High-Performing Teams," Association for Financial Professionals, October 2019.
- Cauley, M. R. and Cauley, A. M. (2019). "You at Work: Bringing Who You Are To What You Do," Greater Nashville IT Summit, October 2019.
- Cauley, M. R. (2019). "Book Pitch: You at Work," Harvard Medical School Writer's Conference, June 2019.
- Cauley, M. R. (2018). "Organizational BE: Development of Self and Systems Together," Harvard University Institute of Coaching Conference, September 2018.

Book in Progress

- You at Work: Bringing Who You Are To What You Do

Professional Societies

- Academy of Management
- ARNOVA
- Harvard Institute of Coaching
- The International Society for Organizational Development and Change
- International Coach Federation

Service

- Academic Assistant, 2020 Engaged Management Scholarship Conference, Case Western Reserve University.
- Board Member, The Graduate School Alliance for Executive Coaching, 2018-Present.
- Gen Ed Council, Lipscomb University, 2018-2019.

Interests

- IRONMAN Triathlon | Chattanooga 2014 Finisher | Florida 2017 Finisher.
- I built a cabin in my backyard that serves as my home office with my own hands in 2013.
- Living in Nashville with my family and taking our daughters on adventures.
- Winding down the Natchez Trace Parkway on my Harley-Davidson.