

**FEATURED CONSULTANT: DR. SCOTT ALLEN, Psy.D.**

Dr. Scott Allen has more than 20 years of experience in business psychology, business ownership, management, consulting with start-up and growing companies, career development, executive coaching, team-building and organizational assessment. His business experience started as Co-Founder of Cornerstone Counseling Services, the largest behavioral health services provider in southeastern Wisconsin. Over the past five years, while at Humber, Mundie & McClary, he has been specifically involved with executives in private and non-profit organizations providing selection and leadership development assessments as well as assisting with organizational change. Dr. Scott Allen has made a full-time transition to the Humber, Mundie & McClary organizational psychology practice.

**Q:** What particular skills do you bring from your clinical practice that provide an edge as you fully transition to business psychology?

**A:** Both business psychology and clinical practice require expertise at assessing people. Picking up on subtle nuances and being able to read between the lines are essential skills to be an effective business psychologist. My clinical practice included a significant number of high-performing professionals, which gives me a solid foundation with executive coaching. Leveraging those skills and processes in developing a coaching plan, creating clear and measurable objectives, and ensuring sustainability are critical in both venues.

**Q:** What knowledge and skills do you bring from building and developing a vibrant professional service practice?

**A:** Starting and growing a firm into a multi-million dollar organization provides a strong foundation for understanding the challenges faced by leaders in organizations. Recruiting and evaluating top talent, developing leaders, and coaching staff to grow their individual practices are a few examples of experiences that can be directly applied to working with the people who make up the organizations HMM works with. There were different challenges at different stages of the business, from start-up to the current, stable, successful organization. Those experiences, successes, challenges, and mistakes provide a deep understanding and perspective of what business leaders and owners face on a daily basis. This allows for a richer experiential influence for coaching.

**Q:** What are your goals and aspirations at Humber, Mundie & McClary?

**A:** 1) I want to enjoy a vibrant practice with the people in diverse organizations.  
2) I want to continue to add value as a strategic partner for clients in assessing and developing talent.

**Q:** What specific interests and areas of practice do you see as your specializations?

**A:** My experience and interest lends itself easily to selection and leadership assessments, leadership development, executive coaching, and onboarding.

**Q:** What have you experienced in your career transition that will help you with clients?

**A:** I've deepened my understanding of the importance of being intentional . intentional with onboarding and adjusting to an organization's culture. My first-hand experience with the selection assessment process also provides valuable insight from a candidate's perspective.