

Timothy Kincaid

EdD, MBA, ACC

CEO & Founder – Kincaid Associates / Kincaid Coaching

Strategic Communications, Change Management / OD Consultant

Business & Executive Coach

University Business Educator



Tim Kincaid is an executive coach and consultant specializing in strategic communications, change management / organization development (OD), and leadership development. He teaches university level business courses.

Professional Business Coach: He is a highly trained executive coach certified by the International Coach Federation (ICF), specializing in helping leaders to be more focused, effective and successful. He holds certifications in the Leadership Circle Profile 360®, the Birkman Method®, Lominger VOICES® 360, Lominger Leadership Architect®, Lominger Team Architect®, the Social & Emotional Intelligence Profile, and also draws from other well-known assessment models. He is on the leadership coach's roster for UCLA Anderson School of Management's Executive Education Program. Coaching is done by phone, videoconference or face-to-face. Tim also offers a *Leader as Coach* workshop, teaching managers and frontline management employees how to use coaching skills to help them improve leadership effectiveness, workplace productivity and employee engagement. He is a regular presenter and workshop leader on coaching topics at the annual Out & Equal Workplace Summit and co-facilitated an Out & Equal webinar *Coaching for Leadership: A Powerful Next Step for LGBT Career Development*.

Change Consultant: His consulting work through Kincaid Associates provides organization development, change management, and strategic communications counsel. Previous clients included American Airlines, DFW International Airport, and the FAA (as an independent contractor with Overland Resource Group). His work focuses on increasing organizational effectiveness and productivity through transformation of culture, with emphasis on building a more collaborative and inclusive workplace.

Business Educator: Tim is adjunct faculty at the University of North Texas College of Business, regularly teaching an airline management course with a focus on leadership development. He co-authored a diversity-focused MBA case study for the Reaching Out MBA organization.

Corporate Experience: Tim brings more than 25 years of corporate experience to his practice, including more than 16 years with American Airlines at its corporate headquarters. At American, he provided strategic communications counsel and support to executives on a wide range of issues and initiatives, with a focus on accurate and effective communications to all stakeholders. He worked extensively with AA's HR department on many initiatives, including organization change management and diversity. He was a founding member of American's LGBT employee resource group and served on the AMR Diversity Advisory Council

Education & Credentials: Tim holds a Doctorate in Human and Organization Development through the Executive Leadership Doctoral Program at The George Washington University. His dissertation focused on Transformative Learning Theory, an adult learning theory relevant for coaching and OD work. He holds an MBA from Embry-Riddle Aeronautical University and a bachelor's degree in Journalism/PR from the University of Oklahoma. Tim's coach training and certification were through the Coaches Training Institute (CTI) and has additional training in Organization Relationship Systems Coaching (ORSC) model. He holds ACC certification with the International Coach Federation (ICF). Tim is a member of American Society for Training & Development (ASTD). His consultancy is LGBTBE certified by NGLCC. He is based in Dallas/Fort Worth, Texas.

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