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**Professor of Industrial/Organizational Psychology**

**Specialty:** Organizational Psychology and Clinical Psychology

**Areas of Scholarship:** Conflict Resolution, Executive Coaching

**Areas of Teaching:** Personality, organizational development, and gestalt

### **2007-2008 Research Vertical Team Description**

Executive coaching (EC) is a popular and effective process to facilitate the development of leaders and managers. Despite its popularity, there is a discrepancy in coaching literature with respect to evidence-based coaching practices. The goal of the EC RVT is to increase the knowledge base of EC and develop evidence-based coaching practices founded on relevant theory and research. Our current research is based on Gary Locke and Edwin Latham's Goal-setting theory; arguably one of the more important management theories that have come out of I-O research, and their High Performance Cycle Theory. Specifically, we are investigating the relationship between learning goals, self-efficacy, commitment and performance. We are in the process of finalizing a quasi-research design and developing synchronous and asynchronous coaching tools and practices.