



Steve Neubert

Partner

Steve is one of Cambria's founding partners and co-leads Cambria's consulting practice. His expertise includes competency modeling, recruiting and selection, performance management, curriculum development, executive assessment and talent development— with special focus on designing and managing the delivery of large-scale leadership development programs. His client experience in both the private and public sectors includes engagements with Aon Hewitt, Assurant Solutions, Canadian Imperial Bank of Commerce, FDIC, Fidelity, John Deere, Merrill Lynch, NASA, the NSA, PepsiCo, State Street, Transportation Security Administration, United Stationers, and United Technologies Corporation.

Background

Steve's 40 years of consulting to large organizations has included the position of vice president at McBer and Company (now part of the Hay Group), where he co-managed the US Navy's competency-based Leadership and Management Education and Training (LMET) program. Prior to that, Steve was an organizational development consultant with Arthur D. Little, where he led organizational development (OD) projects for public- and private-sector clients.

Education, Professional Activities

Steve holds a BA in social psychology from Harvard College and an MBA from the Harvard Business School with a concentration in organizational behavior. He has presented on development and succession planning at the American Society for Training & Development (ASTD) and executive assessment at the national conference of the Society for Industrial & Organizational Psychology (SIOP). He is the co-author of "Breakthrough Development," a study of effective, large-scale project management, published in *Strategy Implementation Insights* (January 2008).