



Edward H. Powley, Ph.D. (Ned) joined the faculty at the Naval Postgraduate School in 2006 as an assistant professor of management where he teaches organizational behavior in the core MBA program.

Dr. Powley's current academic research examines how organizations heal from crisis, major harm and disruption. He defines healing as part of recovery which occurs through several mechanisms that focus on rebuilding and strengthening interpersonal relationships between organization members. His thesis describes mechanisms that activate resilience during crisis incidents. He has published scholarly and practitioner articles which cover topics such as organizational change, appreciative inquiry, ritual, resilience, leadership and organizational healing.

Prior to his appointment at NPS, he was a visiting assistant professor at Case Western Reserve University (2005-06) where he taught human resource management, strategy, and organizational behavior.

He has over ten years experience working in organizational development, having consulted and conducted research with a variety of companies. Some organizations include Prudential Retirement, U.S. Environmental Protection Agency, U.S. Navy, Roadway Express, Society for Organizational Learning's Sustainability Consortium, and Stephen R. Covey. Projects ranged from organizing and delivering appreciative inquiry programs, to enhancing sustainable development in inter-organizational collaborative efforts, and contributing to Covey's book *The 8th Habit: From Effectiveness to Greatness*.

Prior to receiving his doctorate, he worked for the World Bank where he supported training and development seminars, oversaw budgetary processes, and improved curriculum development for employees. He also worked for the Corporate Executive Board in Washington, DC where he conducted best practices research for human resource executives of *Fortune 500* companies.

Dr. Powley has a B.A. in Anthropology from Brigham Young University (1997), an M.A. in Organizational Management from The George Washington University (2000), and a Ph.D. in Organizational Behavior from Case Western Reserve University (2005). He is proficient in French and spent approximately five years teaching and working with individuals preparing to live and work in France. He is also an accredited consultant for the Emotional Competence Inventory (ECI) from The Hay Group, and a member of the Academy of Management.

Personal: Dr. Powley resides in Monterey County with his wife and five active children. His wife, Katrina, is a licensed Registered Nurse.