

Timothy S. Kincaid

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UNIVERSITY EDUCATOR

EXECUTIVE / LEADERSHIP COACH

CONSULTANT FOR:

LEADERSHIP DEVELOPMENT, CHANGE MANAGEMENT & STRATEGIC COMMUNICATIONS

PROFESSIONAL EXPERIENCE

Kincaid Associates Coaching & Consulting, LLC

Keller, TX

2009-Present

CEO & Founder

A professional services consultancy specializing in executive/leadership coaching, strategic communications, change management, organization development, and leadership development. The practice draws from 25 years of corporate communications experience, a doctorate in Human and Organization Development, an MBA, and rigorous professional coach training and certification. Leadership/business coaching services support both individual and group transformation, for all levels. Leadership assessment certifications include Leadership Circle Profile 360®; iEQ9 (Enneagram), Birkman Method®, Lominger VOICES® 360; Korn Ferry 360, and Social & Emotional Intelligence Profile. Deliverer of professional executive coaching for four leadership development consultancies in a variety of corporations and federal agencies, plus the UCLA-Anderson School of Management Executive Education, SMU Cox School of Business Executive Education, Rice University Doerr Institute for New Leaders, and University of North Texas. Consulting clients included FAA (with Overland Resource Group), American Airlines, and DFW International Airport HR Communications. FAA and AA work focused upon creating more collaborative labor/management relationships.

University of North Texas – College of Business Denton, TX

2012-Present

Adjunct Faculty Instructor

Highly rated classroom instructor for *Air Passenger Planning & Control* – a core course in UNT's Aviation Logistics business degree program, with focus on airline operations, management, labor and leadership development. Also, instructor for *Critical Thinking & Decision Making in Business*. Faculty for UNT College of Business professional development training courses in Logistics & Supply Chain Management. Completed CLEAR Course Design Institute (CDI) Part 1 (2017). Member of Dean's Diversity, Equity, and Inclusion Council.

Embry-Riddle Aeronautical University – College of Business, Worldwide Campus

2014-2019

Associate Professor

Adjunct faculty instructor for two online graduate level management courses: *Talent Acquisition and Management*, and *Theory and Application of Managerial Communications*. Both courses are asynchronous/virtual, using Canvas Learning Management System (LMS). Successfully completed faculty on-boarding classes, including *Instructional Use of BlackBoard*, and *Igniting Pedagogy Introduction*.

Wilmington University – College of Social and Behavioral Sciences

Wilmington, DE

2013-2020

Online Instructor

Adjunct faculty instructor for four online courses: *Emotional Intelligence and Leadership*; *Applied Emotional Intelligence*; *Racial & Ethnic Minorities*; *Research, Writing & Information Literacy in Social Sciences*; *Special Topics: Seminar in Applied behavioral Science*; and *Special Topics: Crisis Communications*. Successfully completed Wilmington's *Hybrid Online Training (HOT)* course for leading online learning via Blackboard LMS and Canvas LMS.

American Airlines/AMR Corporation

Fort Worth, TX

1992 - 2008

Manager-Corporate Communications

Trusted strategic communications counselor and corporate spokesman on behalf of American Airlines and American Eagle on broad range of topics, including labor relations, HR, crisis communications, diversity, legal actions, corporate medical programs, regulatory affairs, training, aircraft maintenance, corporate divestitures and acquisitions, IT-travel automation, and online marketing. Leader of team of professional communicators, producing a variety of print and online employee communications to connect 90,000 worldwide. As a strategic communicator and a thought leader, played a central role in development of a variety of successful corporate initiatives, including Diverse Segment Marketing outreach and employee diversity programs.

Embry-Riddle Aeronautical University

Fort Worth, TX

2001-2003

Instructor

Adjunct faculty, teaching two undergraduate aeronautical science courses: *Aviation Legislation*; and *Commuter Aviation*. Received very high student evaluation ratings for each course.

Dallas Area Rapid Transit

Dallas, TX

1988 - 1992

Supervisor of Publications

Senior editor/writer and publications supervisor for public transit agency, responsible for production of award-winning newsletters, audiovisual scripts, speeches, brochures, marketing collateral, annual reports, and advertising to keep employees and tens of thousands of daily transit customers informed of DART's expansion and programs.

Express One Airlines

Dallas, TX

1988

Training Consultant

Supported private upstart cargo airline prepare to successfully earn FAA FAR 121 certification for launch of a new international passenger charter division. Working with company leaders, helped develop a full range of cabin crew training curricula that included customer service, safety procedures, and security.

TranStar Airlines/Muse Air Corp.

Dallas/Houston, TX **1982 - 1987**

Manager of Public Relations

Performed media relations, employee communications, and community relations for this wholly owned subsidiary of Southwest Airlines. Directed media relations for a corporate name change to TranStar following acquisition of Muse Air by Southwest. Began as a flight attendant expressly to gather airline operations and customer service experience before moving into management and PR. Conducted recruiting and developed and delivered safety training curriculum for inflight service department.

Commemorative Air Force Museum

Harlingen, TX

1981

Communications Director

Editor of *CAF DISPATCH*, a bimonthly membership magazine for renowned World War II vintage aircraft museum. Met editorial goals included keeping thousands of members worldwide engaged, informed and motivated to support preservation of historic aircraft. Directed all aspects of magazine production, including writing, editing, photography and design.

EDUCATION

The George Washington University

Washington, D.C.

2010

Doctor of Education (EdD) – Human Resource Development
Through GW's Executive Leadership Doctoral Program

Embry-Riddle Aeronautical University

Daytona Beach, FL

1999

Masters of Business Administration (MBA) in Aviation Management

The University of Oklahoma

Norman, OK

1980

Bachelor of Arts (BA), Journalism-Mass Communications

CERTIFICATION & PROFESSIONAL DEVELOPMENT

- Certified: International Coach Federation (ICF) Professional Certified Coach (PCC)
- Certified: Coaches Training Institute (CTI): Certified Professional Co-Active Coach (CPCC)
- Certified: The Leadership Circle Profile® 360 assessment
- Certified: The Birkman Method® leadership assessment
- Certified: Lominger VOICES® 360 assessment
- Certified: Lominger Leadership Architect® assessment
- Certified: Lominger Team Architect® assessment
- Certified: Social & Emotional Intelligence Profile® assessment and training curriculum delivery
- CRR Global: Organization Relationship Systems Coaching® (ORSC) *Fundamentals* training
- Leadership Strategies intensive seminar: *The Effective Facilitator*

RECOGNITION

- Finalist, 2008 Most Promising Dissertation, Academy of Management MSR group

COMMUNITY SERVICE, ACCOMPLISHMENTS, MEMBERSHIP

- Member, International Coaching Federation (ICF)
- President (2022), International Coaching Federation – North Texas Chapter
- Certified Professional Coach (PCC) credential from International Coaching Federation
- 2017 recipient of the Thomas J. Leonard Humanitarian Award, for contributions to the coaching profession, from international Gay Coaches Alliance.
- Previous Member, Embry-Riddle Communications Program Industry Advisory Board
- 1998 *Distinguished Visitor Program*, U.S. Navy –CV67 USS John F. Kennedy
- Member, 1997 Diversity Advisory Council, American Airlines
- Licensed Private Pilot, FAA

PUBLICATIONS AND PRESENTATIONS

Academic:

- Doctoral Dissertation (2010): *The Nature of Discourse in Transformative Learning Theory: The Coming Out Experience*. A phenomenological study exploring critical discourse as described by Mezirow's Transformative Learning Theory. Study context is individuals in a marginalized group who did not have full and consistent access to resources required for the unfettered critical discourse this adult learning theory prescribes as necessary to achieve perspective change. Study explores how study participants accomplished transformation without ideal conditions and practices findings can be utilized by academia, industry, and counseling and coaching professionals to support transformative learning for marginalized individuals and all adult learners.
- Kincaid, T. & Casey, A. (2008). *Coming Out and the Nature of Discourse in Transformative Learning Theory*, A Working Paper for the Critical Perspectives on HRD Stream, presented at 9th International Conference on HRD Research and Practice Across Europe - Lille, France.
- Abbott, W., Ph D, Bastian, D., Bittle, C., King, M., Kincaid, T., Palmer, J. & Rivera, H. (Eds.). (2003). *Practical Applications of Continuing Education Guidebook: Aviation Graduate Level Course*. Embry-Riddle Aeronautical University. Fort Worth, Texas.

Authored Numerous Articles for publications that include:

- *Coaching Wisdom: Voices of the Gay Coaches Alliance* (book co-editor and contributor)
- *Smithsonian Air & Space* magazine
- *Choice - Magazine of Professional Coaching*
- *FLIGHT* magazine
- *Echelon* magazine
- *Tulsa World*

Lecturer on PR, Crisis Communications, Employee Communications:

- University of Oklahoma
- Southern Methodist University
- Veterans Administration Public Information Officer Conference
- Embry-Riddle Aeronautical University Communications Degree Program

Speaking and Presentations:

- Commencement Speaker – Embry-Riddle Aeronautical University, Worldwide Campus, 2016
- *Lessons from TED (Talks) – Boost Your Presentation Skills* – University of North Texas Leadership Development Seminar
- *Know Your Strengths . . . and Succeed!* – University of North Texas MBA Seminar
- University of North Texas Student Career and Mentoring Programs seminar panelist
- *Coaching Skills for Leaders* – Out & Equal Workplace Summit
- American Airlines employee brownbag: *Coaching 101 – Reinventing You, 2.0*
- Wal-Mart distribution center development meeting: *The Coaching Leader*
- *The Art of Powerful Living* retreat for personal reinvention (co-lead)
- *Reboot Your Life – Create What's Next for You* retreat for midlife reinvention (co-lead)

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