



TAMARA S. LYN, PHD, ABPP, ACC

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EXECUTIVE SUMMARY

Dr. Tamara S. Lyn is unique in her combined experience as a psychologist, retired federal prison Warden, and expert in organizational health and cultural transformation. Dr. Lyn's mission is to bring core values, compassion, and humanity into high intensity, high stakes environments. She possesses exceptional emotional intelligence, the ability to connect with a wide array of people, and passion for improving the lives of others.

AREAS OF EXPERTISE

Leadership and executive coaching	Board governance and strategic planning
Organizational development	Diversity, equity, and inclusion initiatives
Change management	Employee development and engagement
Labor-management relations	Correctional mental health care

PROFESSIONAL EXPERIENCE

Founder and Principal, High Ready Coaching and Consulting, Durham, NC 2021 – present

Senior Executive Coach, Vector Group Consulting; Philadelphia, PA 2021 – present

Providing impactful coaching and consultation to leaders in high high stakes, high impact careers. Creating high ready cultures of continuous learning to prepare for the unexpected, clarity of thought to promote sound and unbiased decision-making, and core values to protect integrity and maintain motivation.

Faculty, American Psychological Association; Washington, DC 2020 – 2021

Facilitated leadership development workshops and provided mentoring to mid-career psychologists in APA's Leadership Institute for Women in Psychology, a highly selective program enhancing the leadership capacities of mid-career psychologists in academic, non-profit, health care, and government settings.

Warden, Low Security Correctional Institution; Butner, NC 2020 – 2021
Supervised all aspects of institution operations at a federal prison for up to 1230 inmates, including security, inmate health care, release preparation, religious services, financial management, facilities maintenance, staff supervision and training, and educational, vocational, and mental health programs. Collaborated with governmental and non-governmental organizations to ensure programs were effective and compliant with applicable laws and regulations. Objectives included maintaining a safe, healthy, and orderly institution amidst the COVID pandemic, reducing recidivism, and increasing public safety.

Program Manager, Department of Justice; Washington, DC 2019 – 2020
Professional development detail as part of the DOJ's Leadership Excellence and Achievement Program. Researched and analyzed the business processes of the Justice Management Division, Finance Staff (JMD FS). Developed and executed frameworks for employee and customer engagement across multiple functional areas. Assisted JMD FS in execution of the strategic plan. Led and coordinated project groups in knowledge management, customer relationships, employee development, and employee engagement. Created a Customer Resource Guide to improve customer access and strengthen communication between JMD FS components.

Psychology Services Branch Admin., Federal Bureau of Prisons; Washington, DC 2015 – 2020
Oversight of all mental health programs in 122 facilities, including forensic assessment, substance abuse treatment, trauma-informed care, treatment of the seriously mentally ill, release preparation, recruitment and retention of mental health staff, psychology internships, and staff development. Partnered with DOJ and District of Columbia agencies and community stakeholders to address issues of mutual concern. Objectives included maintaining safe and orderly institutions, providing high-quality psychological services, meeting psychological and spiritual needs of the inmate population, and developing well-trained treatment staff.

Associate Warden, Federal Medical Center; Lexington, KY 2013 – 2015
Fulfilled complex medical and mental health missions for male and female inmates. Responsibilities included development of reentry programs, supervision and training of staff, diversity management, psychological and religious services, facilities management, community relations, and management of government funds up to \$20 million annually.

Associate Warden, Federal Correctional Institution; Morgantown, WV 2010 -- 2013
Supervised all aspects of institution operations. Earned Superior Program Review ratings in Religious Services, Education/Recreation, Human Resources, Facilities Management, Health Services, Financial Management, and Trust Fund. Partnered with university training programs in psychology, criminal justice, and communications to recruit and train staff. Coordinated a successful ACA reaccreditation process.

Additional Correctional Leadership Experience, Federal Bureau of Prisons
Chief Psychologist, United States Penitentiary; Lee County, VA (2006 – 2010)
Chief Psychologist, Federal Correctional Institution; Bennettsville, SC (2004 – 2006)

CURRENT BOARD SERVICE

Independent Director, Bob Barker Company; Fuquay-Varina, NC	2024 – present
Trustee, American Board of Professional Psychology; Chapel Hill, NC	2024 – present
Member-at-Large, American Psychological Association; Washington, DC	2022 – present

EDUCATION, LICENSURE, AND CERTIFICATIONS

- PhD, Psychology (Clinical), University of Michigan, Ann Arbor, 2001
- BA (honors), Sociology and Afro-American Studies, Harvard-Radcliffe Colleges, Cambridge, 1994
- Licensed clinical psychologist in West Virginia since 2004 and North Carolina since 2023
- American Correctional Association’s Certified Correctional Executive since 2018
- Board Certified in Business and Organizational Consulting Psychology since 2022
- Certified by the International Coaching Federation as an Associate Certified Coach since 2022
- Prosci Certified Change Practitioner and Member, Association of Change Management Professionals
- Elected Fellow to the American Psychological Association’s Division 13 (Society for Consulting Psychology) and Division 18 (Public Service Psychology)