



Drew McCrary
Associate Consultant
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Drew brings joy, curiosity, presence, and compassion to everything he does, especially with coaching clients. These traits are deeply informed by a near fatal brush with Non-Hodgkins Lymphoma over 20 years ago. This experience was the start of his journey, working deeply with somatic and emotional intelligence and finding the gifts that every experience can bring with a learning mindset. In turn, Drew has built a wide set of skills to support others alongside their own journeys. He leads weekly Men's circles and volunteers extensively with the Oncology community.

As someone who draws on lifelong learning experiences to inform awareness, Drew's work as an Ocean Lifeguard in Newport Beach for 10 years supported his development of an invaluable skill. He became an expert at knowing and adapting to all parts of a dynamic ocean environment. The ability to spot changes in this system were critical in saving hundreds of lives during the course of his career, and later provided a profound understanding of systems that could be applied to other areas of life, such as relating to an ever-changing corporate ecosystem. He attended Chapman University where he received a Masters in Organizational Leadership and Organizational Development, sparking an interest in gap analysis and behavior change. He has also trained extensively in administering Myers Briggs and DiSC personality profiles and is a Certified Professional Coach with the International Coaching Federation (ICF).

While employed at the University of California Irvine, he ran a business designing and delivering over 140 programs a year to students, faculty, and organizations, as well as community programs with sports teams, youth groups, and Fortune 500 Corporations. During this time nearly 20,000 participants came through the program. In this role he learned the power of experiential education and how to co-create learning by utilizing the wisdom of the collective, which is a model he uses in his group coaching practices.

He most recently completed 5 years at Upwork where he led Learning and Development for their Operations teams. In that time, he helped to centralize and optimize processes across 36 multi-national teams in preparation for a successful IPO. Here he learned how to achieve fast, scalable results in a mostly remote team environment, which turned out to be very prescient knowledge.

Mini Bio

- Diverse industry experience (tech, sales, finance, education)
- Specializing in leadership coaching and facilitation
- Key focus areas: Emotional intelligence and literacy, mindset, team leadership, overcoming self-limiting beliefs

Qualifications

- MA Organizational Leadership and Organizational Development
- ACC Level ICF Coach
- MBTI and DiSC Certified
- 3000+ hours facilitation experience



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Drawing on more than corporate experience alone, Drew leverages his extensive multicultural awareness to engage with people through cultural references and topics familiar to them. He has taught English in Japan, completed a 3-year Peace Corps service as a Youth Leadership Volunteer, and spent the last 5 years living and working remotely as a digital nomad. He is passionate about the power of remote work, living seasonally around the world, and the endless pursuit of hugging the cats he encounters in his travels. You may also find him on the tennis court, surfing, or on a rock wall.