



Catherine Hormats
Founder, Executive Leadership InstituteSM
Former Co-CEO, Social Security AdvisorsSM

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Executive Coach, Organizational Psychologist,
Psychotherapist
Retired CEO & Leadership Expert

Catherine is the Founder of the Executive Leadership InstituteSM, a coaching and consulting firm that helps executives look within to achieve high priority objectives. The Institute offers consulting services to leaders and teams on **organizational design and development**, especially on **culture change, incentive systems, and behavioral modifications**. Catherine has extensive training in the areas of **emotional intelligence, affective learning, psychotherapy, executive coaching and group dynamics**. She enables leaders to understand what is occurring at the bedrock of their souls and in their organizations, helping clients answer the question: **“What is my purpose and where are we headed?”**

Catherine is a sought-after counselor to top leaders. She is a motivational speaker and leads workshops worldwide in the areas of **affective leadership and emotional intelligence**. She has coached leaders at Fortune 500 firms like Bloomberg, Goldman Sachs, and Microsoft. Catherine’s effervescent, ebullient personality brings to life the topic of emotions and strategy in a way that helps leaders **integrate their skillset, mindset, and heartset** in order to reach their full potential and their organization’s top strategic goals.

Catherine also practices clinical psychoanalysis as a trainee at the Gestalt Center for Psychoanalysis, where she helps her cherished patients who are people moving through **trauma recovery, addiction, eating disorders, and various personality adaptations**. She uses a psychospiritual approach, combining psychoanalysis, **Gestalt** and existential psychology, Dialectical Behavior Therapy (**DBT**), Mindfulness-Based Cognitive Therapy (**MBCT**), and Family/Systems Constellations. She has received extensive training in these areas at Columbia University, the **William Alanson White Institute**, the **Omega Institute**, and the **Gestalt Institute of Cleveland**. She has extensive experience conducting neuroscience research at the **Brookhaven National Laboratory**, exploring pharmacological treatments to cocaine addiction. She has published and presented her research internationally.

Prior to founding the Executive Leadership InstituteSM, Catherine Co-Founded and was Co-CEO of Social Security AdvisorsSM, an innovative advisory firm with a single mission: **to help the 10,000 Americans who retire each day to obtain the full Social Security benefits to which they are eligible under the law**. Prior to Social Security AdvisorsSM, Catherine worked in the financial services industry at JP Morgan and the **Federal Reserve Bank of New York**. She also conducted economic policy research at the **Brookings Institution** in Washington D.C. She speaks five foreign languages and is literate in Latin. She attended Phillips Academy Andover and Southampton High School where she graduated as Valedictorian and as a Presidential Scholar. She graduated Magna Cum Laude from **Tufts University** where she was a Centennial Scholar and President of the Tufts Economic Society, earning a B.A. in Economics and pursuing graduate coursework in International Economics at the **Fletcher School of Law & Diplomacy**. She matriculated into the Master's of Business Administration and

Master's of Public Affairs Program at the **University of Texas at Austin**. She earned her M.A. in Change Leadership and Organizational Psychology at **Columbia University**.

Catherine has been featured on or quoted in **CNN, Bloomberg, The Wall Street Journal, Forbes, and U.S.A. Today**. She is an active member of the Academy of Management, the American Psychological Association, and serves on a board committee of the Economic Club of New York. In her free time, she enjoys horseback riding, oil painting with her husband, and swing dancing.

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New York, NY 10022

Education

Columbia University, June 2017-June 2018 New York, NY
Doctoral Student in Leadership Psychology & Andragogy, AEGIS Program
Specialization: Leadership; Affective Learning; Psychology & Emotional Intelligence

Columbia University, June 2015-May 2016 New York, NY
Masters in Psychology: Change Leadership and Organizational Psychology
Specialization: Leadership; Coaching and Counseling Psychology
Mentor: Dr. Debra A. Noumair Thesis Advisor: Dr. W. Warner Burke
GPA: 3.94

University of Texas at Austin, August 2005-May 2006 Austin, TX
Graduate Coursework Toward Master's in Business Administration, McCombs School of Business
Graduate Coursework Toward Master's in Public Affairs, LBJ School of Public Affairs
Awarded a full Fellowship
GPA: 3.9

Tufts University, September 1998-June 2002 Medford, MA
B.S. in Economics; Coursework toward minor in Neuroscience
Cumulative GPA: 3.83 Major GPA: 3.92
Magna Cum Laude, Dean's List, Golden Key National Honor Society (Tau Beta Pi)

Southampton High School, 1994-1998 Southampton, NY
Valedictorian
Cumulative GPA: 99.54
Highest Honor Roll, National Honor Society

Phillips Academy Andover, 1995 Andover, MA
Cumulative GPA: 5.75/6.0
Highest Honors

Experience

Executive Leadership InstituteSM New York, NY
Founder & Principal, 2016-Present

- Coach leaders on how to achieve personal and professional goals by leveraging affect-derived data.
- Training In: psychoanalytic psychotherapy, gestalt psychology, emotional intelligence, systems thinking, group dynamics, covert processes, mindfulness, learning agility, critical reflection, and double loop learning.
- Consult to teams and groups on organizational design and development, especially on culture change, incentive systems, and behavioral modifications.
- Motivational speaking, workshops, and seminars in the areas of effective affective leadership.

Social Security Advisors Group, LLC New York, NY
CO-Founder & Co-CEO, 2008-2015; Advisor & Board Member, 2016-Present

- Helped co-found this innovative financial technology firm with a single mission: to help its clients maximize their Social Security benefits.
- Oversee and manage human resources, public relations, and client services teams.
- Manage the firm's Community Programs, including pro bono assistance to needy families and education outreach.

Federal Reserve Bank of New York

New York, NY

Auditor, 2006

- Conduct financial opinion reviews of major areas within the Bank.
- Managed client relations between Internal Audit Division and the leadership of divisions within the bank.
- Created the first environmental plan for the Federal Reserve Bank of New York called “We’re Greenbacked”.

Texas Legislature & Texas State Auditor’s Office

Austin, TX

State Auditor, 2003-2005

- Audited organizations, departments, and agencies within the state of Texas.
- Interviewed leaders of government agencies, public constituencies, and private contractors.
- Detected and prevented fraud. Eg: Uncovered and helped prosecute a roughly \$1 million case of fraud.
- Testified in front of Texas Legislature and maintained relations with elected officials on key issues.

Brookings Institution

Washington, DC

Economics Policy Researcher, 2002-2003

- Performed quantitative and qualitative research related to public finance, fiscal policy, and the federal budget.
- Wrote Congressional testimony, issue briefings, journal articles, and book chapters concerning research performed.
- Managed relationship and communications with key constituents such as the White House, CNN, The New York Times, The Economist, The Wall Street Journal, and other media outlets.

JP Morgan Chase & Co.

New York, NY

Internal Consultant, Summer 2001

- Member, Knowledge Management team tasked with creating inter-departmental knowledge sharing and learning platforms.

Citibank

New York, NY

Assistant Analyst, Winter 2001

- Helped devise syndicated loan offers with account managers and senior industry analysts.
- Completed fourth-quarter financial analyses of U.S. commercial and retail banks that borrow from Citibank.

World Business Council for Sustainable Development

Geneva, Switzerland

Summer Associate, Summer 2000

- Wrote business case studies on best practices that both create environmental sustainability and increase economic efficiency.
- Authored publication that was presented at Earth Summit 2002.

Brookhaven National Laboratory

Brookhaven, NY

Neuroscience Research Assistant, 1995-1998

- Researched pharmacological treatments for cocaine addiction.
- Assisted Principal Investigator with research around understanding and treating addiction.
- Published research on laboratory experiments conducted.

Dawnwood Development Group

New York, Global

Customer Relations, 1993-1995

- Participated in discussions related to real estate investment opportunities, development, and acquisitions.
- Helped maintain relationships with real estate brokers, developers, and contractors.

Certifications & Licenses

Licensed Psychoanalyst, Gestalt Center of New York (Exp. May 2020)
Board Certified Executive Coach, International Coaching Federation & Gestalt Institute (May 2017)
Compulsions, Addictions, and Eating Disorders Certificate, William Alanson White Institute (May 2017)
Family Constellations, Bert Hellinger Method (2017)
Advanced Training or Certifications in: Leadership, Neuroscience, Group Dynamics, Gestalt and Existential Psychology, Dialectical Behavior Therapy (DBT), Mindfulness-Based Cognitive Therapy (MBCT)

Affiliations

Economic Club of New York, Member & Membership Committee

Awards/Honors Academy of Management, Member
American Psychological Association, Member
A.K. Rice Institute for Group Relations, Fellow
First Place Navy/Marine Corps Distinguished Achievement Award, for neuroscience research.
Brookhaven National Laboratory 1st Place Science Research Award.
Who's Who Among American Colleges and Universities.
Centennial Scholar, Tufts University. Merit-based scholarship for academic excellence.
Presidential Scholar, United States Executive Branch.
1st Place Winner, Tufts University Research Symposium.
Gold Medalist, National Latin Exam.

Activities **The Young Women's Leadership Network** New York, NY
Volunteer Mentor
▪ Help empower young women to achieve their higher education dreams and to fulfill their learning and leadership potential.

Skills *Languages:* English, French, Farsi, Spanish, Latin
Software: Programming Languages: HTML, CSS, JavaScript, PHP
Adobe Creative Suite: Dreamweaver, Photoshop, Illustrator, InDesign, Acrobat, Premiere Pro
Statistics Software: SAS, Stata.

Publications
Azmoodeh, M.A., A.E. Morgan, S.L. Dewey, and J.S. Fowler. "Examination of the Effects of L-Deprenyl on Cocaine-Induced Increases in Nucleus Accumbens Dopamine." *Journal of Nuclear Medicine*. June 1998.
Schiffer, W.K., M. Azmoodeh, M. Gerasimov, N.D. Volkow, J.S. Fowler, and S.L. Dewey. "Selegiline Potentiates Cocaine-Induced Increases in Nucleus Accumbens Dopamine." *Synapse*. April 2003.
Bakija, Jon., William G. Gale, and Joel Slemrod. "Charitable Bequests and Taxes on Inheritances and Estates: Aggregate Evidence From Across States and Time." *American Economic Review*. May 2003. Cited research by Ms. Azmoodeh.
Gale, William G. and Jeffrey Rohaly. "Effects of Tax Simplification Options on Equity, Efficiency, and Simplicity: A Quantitative Analysis." *National Tax Journal*. Forthcoming. Cited research by Ms. Azmoodeh.
Auerbach, Alan J., William G. Gale, Peter R. Orszag, and Samara R. Potter. "Budget Blues: The Fiscal Outlook and Options for Reform." *Agenda for the Nation*. 2002. Cited research by Ms. Azmoodeh.
Fussler, Claude S., Manijeh Azmoodeh, Dania P. Quirola, and Coben R. Christenson. "Business and the Rio Decade." Also, "The Business Case for Sustainable Development." *Earth Summit 2002*. Johannesburg, South Africa.

Personal U.S. Citizen