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**The shadow side of positive organizational change: practitioners' experience navigating dialectical tensions in appreciative inquiry**  
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### Curriculum Vitae

Sheila Tyler Haji was born on December 9, 1953, in Virginia, USA. She obtained her Bachelor's degree in English from the University of Virginia in 1976. Following graduation, Sheila began a 16-year career in management in the telecommunications industry. While working full-time, she obtained a Master of Science degree in Telecommunications Policy from The George Washington University in Washington D.C. in 1982 and a Master of Science in Human Resources from The American University in Washington D.C. in 1989. Sheila started her research at Leiden Law School as an external PhD candidate in 2016.

Sheila launched Common Ground Consulting Services Inc. in 1992, providing consultative services to multi-national organizations, public sector agencies, philanthropic institutions, and non-profit sectors focused on community development. In addition to her consulting services, Sheila was adjunct faculty at Johns Hopkins University from 1992 to 1998, delivering courses on organizational behavior, leadership, and group dynamics to graduate students in the Behavioral Sciences program. She also taught courses at Georgetown University for students in the Organization Development Certificate Program and the Coaching Certificate Program from 1995 to 2005.

Sheila's professional affiliations include the Association of Change Management Professionals and the Chesapeake Bay Organization Development Network, where she served as a board member and President. Her certifications include Myers-Briggs Type Indicator, 360 By Design, and Benchmarks 360 from the Center for Creative Leadership, Hogan Leadership Forecast Series, Team Diagnostic Coaching, and Appreciative Inquiry.

Sheila is a contributing author to *On Becoming a Leadership Coach: A Holistic Approach to Coaching Excellence*, published by Palgrave Macmillan in 2008.

## Acknowledgments

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