

Courtney Warnsman, PhD, CCSP

Candidate for Trustee for Private Practice, Business/Industry, and Agencies



Courtney Warnsman has been a career development facilitator for over 20 years. Working at Austin Career Connections in Austin, TX, Courtney delivers career transition and development services to clients across functional roles and industries.

Courtney currently serves as the NCDA Trustee for Private Practice, Business/Industry, and Agencies and as the board liaison to the Diversity, Equity and Inclusion and Career Convergence committees. As Trustee, Courtney hosts monthly “Tuesday Talks”, giving constituency members opportunities to network, share best practices and support each other. Courtney joined NCDA and received the GCDF credential in 2004. She is currently a Career Development Facilitator Instructor and CCSP.

In addition to her work with NCDA, Courtney is the Executive Development Program Consultant for the Baylor University Executive MBA Program. She has recently been tapped to serve on the advisory board of The Chiral Project, a startup venture exploring the unique challenges that women have experienced as they have either chosen or been forced to step back professionally during the Covid-19 Pandemic. She is often asked to speak on career development at various Job Search and Industry Association meetings.

Courtney’s past endeavors include being the resident resume “tweaker” for the Launch Pad Job Club as well as a member of the Graduate Dean’s Advisory Group at the University of Texas, a group dedicated to developing career services programs for Doctoral Candidates who do not want to work in the academy. Courtney received her Bachelor’s, Master’s and Doctoral degrees from the University of Texas at Austin.

Goal Statement:

My goals for the Private Practice, Business, Industry & Agencies Constituency are to continue to grow and develop the community of practitioners as well as to provide ongoing educational opportunities and exchange of information. Specifically, I would like to increase NCDA’s visibility and brand recognition in the business area of the constituency and invite/encourage more constituency members to share their knowledge through leadership, submitting articles for publications, presenting at Conference and CPIs, etc. For NCDA overall, my goal is to help NCDA “stay ahead of the game.” The rapid pace at which technology, business, and the job market change, coupled with the unprecedented changes during the pandemic, requires us to be able to adapt more quickly every year. NCDA needs to lead the way in helping practitioners move beyond “We’ve always done it this way” mentalities and provide members with research-based, innovative methodologies to be able to provide current and relevant career services to the diverse group of people who entrust their career development to us.