

TREY MCCALLA

Mental Performance Leadership | High-Performance Systems | Multidisciplinary Collaborator

PROFILE

Director-level mental performance and organizational practitioner with over a decade of experience building evidence-informed performance systems across military, professional sports, and other high-performance environments. Proven ability to establish performance philosophies, developing scalable programs, integrate multidisciplinary services, and translate research and performance data into practical and applied decisions. Experience partnering with athletes, operators, coaches, leaders, and performance staff to strengthen preparation, hardiness, return-to-play support, and sustained performance under pressure.

EDUCATION

CREIGHTON UNIVERSITY, OMAHA, NE — ED.D. INTERDISCIPLINARY
LEADERSHIP, 2024

Dissertation: From Rudeness to Rapture: The Emotional Intelligence-Civility Connection to Flow State

JOHN F. KENNEDY UNIVERSITY, PLEASANT HILL, CA — M.A. SPORT
PSYCHOLOGY, 2014

Master's Applied Project: Integrating Sport Psychology Within a High-Performance Team: Potential Stakeholders, Micropolitics, and Culture.

SAN DIEGO STATE UNIVERSITY, SAN DIEGO, CA — B.A. INTERNATIONAL
SECURITY AND CONFLICT RESOLUTION, 2007

EXPERIENCE

FOUNDER, LEADERSHIP AND PERFORMANCE ADVISOR, PRIVATE PRACTICE. —
2014-PRESENT

Design and activate scalable leadership development programs and high-performance strategies across finance, sport, and military environments. Create immersive, human-centered learning experiences focused on leadership alignment, values-based behavior, and strategic decision-making and execution. Facilitate learning through virtual, in-person, and blended formats. Serve as a trusted advisor and coach to leaders, strengthening leadership effectiveness, team dynamics, and organizational culture. Collaborate with organizational leaders to diagnose development needs, translate insights and feedback into actionable learning solutions, and support sustained performance improvement.

HUMAN PERFORMANCE COGNITIVE SPECIALIST, NAVAL BASE SAN DIEGO. —
2026-CURRENT

Serve as the director-level cognitive performance practitioner and functional lead for the cognitive domain within a proof-of-concept, fleet-wide, Human Performance Optimization program for the United States Navy. Build the cognitive performance practice while providing program-level coordination across cognitive performance, strength and conditioning, and nutrition services. Establish evidence-informed standards, programming, and evaluation processes supporting readiness, hardiness, stress and fatigue management, emotional regulation, return-to-duty, leadership, and performance under pressure. Partner with operational leaders and multidisciplinary practitioners to identify capability gaps, align services around individual and unit needs, and translate research and performance data into

practical interventions. Own the full lifecycle of cognitive performance initiatives, from needs assessment and program design through implementation, stakeholder communication, evaluation, and continuous improvement.

COGNITIVE PERFORMANCE SPECIALIST, KBR INC. — 2023-2024

Functioned as a director-level cognitive performance practitioner and practice lead, building and embedding a cognitive performance capability for elite tactical teams. Developed evidence-informed standards, programming, and integrated performance solutions supporting preparation, decision-making, recovery, and execution under pressure. Partnered with operational leaders and multidisciplinary performance staff to incorporate cognitive training into daily preparation, team development, and broader human-performance initiatives. Collaborated with multidisciplinary practitioners to integrate cognitive performance strategies into rehabilitation, supporting confidence, self-regulation, adherence, and readiness during recovery. Used behavioral observation, performance data, and stakeholder feedback to evaluate outcomes, improve programming, and inform leadership decisions.

MASTER RESILIENCE TRAINER, MAGELLAN FEDERAL. — 2016-2023

Helped lead large-scale leadership and resilience development programs reaching more than 2,000 personnel across diverse and complex U.S. Army organizations. Directed curriculum design and large-scale needs assessments to align learning experiences with organizational goals, using feedback loops and data to guide continuous iteration. Embedded coaching frameworks into leadership development touchpoints, strengthening behavioral feedback and application. Conducted program evaluation and data analysis to improve learning solutions and program outcomes.

LEAD PERFORMANCE CONSULTANT, BLUCHIP ANALYTICS LLC. — 2019-2022

Advised leaders across professional sport, including the NFL, NBA, MLB, NHL, and Premier League, using behavioral data to inform personnel, development, culture, and performance decisions. Conducted research and designed performance frameworks used by leaders for culture-based selection and development. Managed a team of consultants delivering time-sensitive learning and performance outcomes. Led program iteration cycles using stakeholder feedback and performance data to improve solutions and inform decision-making.

ADJUNCT FACULTY/PROFESSOR, HOLY NAMES UNIVERSITY. — 2020-2022

Tasked with the design and creation of an Applied Mental Skills graduate level course and the instruction of the course to graduate level students within the Sport and Performance Psychology Program. Additionally, supervised and mentored students throughout their various internship roles.

ADJUNCT FACULTY, JOHN F. KENNEDY UNIVERSITY. — 2017-2020

Supervised and mentored students throughout their various internship roles.

WRITTEN CONTRIBUTIONS

NAKOA PERFORMANCE

Teamed up with the NAKOAWELL business to introduce mindfulness and mental skills training within an employee health, organizational environment. Work included blog posts and content specific webinars based on current research.

VOLT ATHLETICS

A guest contributor to the Volt Athletics blog discussing the value and importance of mental skills training, breaking down the different aspects of mental skills, and discussions on current research and articles.

ROUTLEDGE PUBLISHING

McCalla, T., & Quinn, S.K. (2017). Using technology in practice: How do you stay connected? In A. Pope-Rhodus, S. Robinson, & S. Fitzpatrick (Eds.) *Excelling in sport psychology: Planning, preparing and executing applied work*. New York, NY: Routledge.

JOURNAL OF SPORT PSYCHOLOGY IN ACTION

McCalla, T., & Fitzpatrick, S. (2016) Integrating Sport Psychology within a High Performance Team: Potential Stakeholders, Micropolitics, and Culture.
doi:10.1080/21520704.2015.1123208.

ASSOCIATIONS

ASSOCIATION FOR APPLIED PSYCHOPHYSIOLOGY AND BIOFEEDBACK (AAPB). —
2024-PRESENT

ASSOCIATION FOR APPLIED SPORT PSYCHOLOGY (AASP). — 2013-PRESENT

KAPPA ALPHA ORDER FRATERNITY. — 2003-2007

Held positions of Pledge Class President, Chapter Vice President, and Chapter Historian.

EXTRACURRICULAR INVOLVEMENT

ASSOCIATION FOR APPLIED SPORT PSYCHOLOGY (AASP).

Leadership Academy inaugural cohort member - 2025-2026

Webinar and Virtual Conference Committee - 2021-Present

Finance Committee Member - 2019-2023

CERTIFICATIONS

Association for Applied Sport Psychology (AASP) - Certified Mental Performance Consultant (#630).

Biofeedback Certification International Alliance (BCIA) - Board Certified in Biofeedback (BCB) and Board Certified in Biofeedback and Heart Rate Variability (BCB/HRV) - anticipated in 2027.

PROFESSIONAL CONFERENCE ATTENDANCE

Association for Applied Sport Psychology (AASP):

2026: Minneapolis, MN

2025: Montreal, QC, Canada

2024: Las Vegas, NV

2023: Orlando, FL

2022: Fort Worth, TX

2021: Las Vegas, NV (virtual)

2020: Orlando, FL (virtual)

2019: Portland, OR

2018: Toronto, ON, Canada

2017: Orlando, FL

2016: Phoenix, AZ

2015: Indianapolis, IN

2014: Las Vegas, NV

2013: New Orleans, LA

Association for Applied Psychophysiology and Biofeedback (AAPB):

2024: Denver, CO

PROFESSIONAL CONFERENCE PRESENTATIONS

Association for Applied Sport Psychology (AASP):

McCalla, T., Cauthen, H., & Abroms, D. (October 2026). *The Game Within the Game: Navigating Power Dynamics in the Team and Organization*. Roundtable presented at annual AASP conference in Minneapolis, MN.

Cauthen, H., McCalla, T., Abroms, D., Ferrera, A., & Lugo, S. (October 2023). *Sharpening Your Skills: The Power of Debate in Professional Development*. Panel presented at annual AASP Conference in Orlando, FL.

McCalla, T., Cauthen, H., Sarkar, M., Hamilton, L., & Naylor, A. (October 2022). *The Failures That Guided Us: Sharing Vulnerabilities in Ascending to the Elite Level*. Panel presented at annual AASP Conference in Fort Worth, TX.

McCalla, T., Cauthen, H., & Shapiro, J. (October 2020). *Brief Interventions in Practice: Preview, Participate, and Process*. Workshop presented at annual AASP Conference in Orlando, FL (virtual).

Cauthen, H., McCalla, T., Holliday, B., Shapiro, J., Harris, B., Cohen, A., & Lamphere, B. (October 2019). *From 50 minutes to 15: Effective Brief-Interventions You Won't Learn in the Classroom*. Panel presented at annual AASP Conference in Portland, OR.

McCalla, T., & Cauthen, H. (October 2019). *Up-Up-Down-Down-Left-Right-Left-Right-B-A: Leveling Up Your Ethics*. Workshop presented at annual AASP Conference in Portland, OR.

Monda, S., Fitzpatrick, S., McCalla, T., & Wooding, C. (October 2015). *Careers Paths for Young Professionals: Engaging in Applied Sport Psychology Post-Graduation*. Symposium presented at annual AASP Conference in Indianapolis, IN.