



KRYSIA WALDRON, PhD

ORGANIZATIONAL PSYCHOLOGY

As a social-organizational psychologist, Krysia specializes in supporting leaders' exceptional performance amidst complex team and system dynamics, market demands, and stakeholder expectations. She has worked with more than one-thousand leaders working in diverse organizations: from small, family-owned businesses to global, private-equity funded enterprises, schools, non-profits, and hospitals.

Krysia's credentials include a Ph.D. and M.A. from Emory University and an M.A. from Columbia University, in addition to assessment certifications and post-graduate training.

Her practice helps executives:

- › Reveal organizational dynamics at play
- › Navigate uncertainty
- › Diagnose the core issue quickly
- › Design creative solutions to chronic challenges
- › Discern optimal next steps
- › Deliver direct feedback

FINE-TUNING LEADERSHIP SKILLS WITHIN THE CONTEXT OF COMPLEX DYNAMICS

My focus on revealing the hidden forces shaping behavior and motivation brings my clients clarity and agency, encouraging leaders' personal development and increasing sustained performance across the organization. The underlying causes of sub-optimal outcomes at an individual or a team level are often counterintuitive; business leaders can't expect to recognize these dynamics without a partner trained in exposing human puzzles. My work encourages your instinct, broadens your perspective, and develops your skill to positively influence the interpersonal challenges every leader must not only face but transcend.

LEADERSHIP TRAINING	PERFORMANCE COACHING	TEAM DYNAMICS
<ul style="list-style-type: none">› Executive Education Krysia applies evidence-based content to leadership gaps to develop fast-paced, experiential sessions designed to teach and motivate. Recent client needs have included: situational vs. authentic leadership, the use of assessment data to understand leadership style, productive conflict, perspective-taking, unconscious bias, and negotiation skills.› Speaking By integrating the science of organizational behavior with real coaching and consulting cases, Krysia has delivered thoughtful, interactive keynotes in settings as varied as intimate Board of Director retreats to large conferences.	<ul style="list-style-type: none">› Founder/CEO A founder's leadership is unique, and so should be coaching founder leaders. Krysia addresses the implications of identity, founder imprinting, and legacy, setting up a uniquely supportive relationship for those in the Founder/CEO role.› CEO/ Executive Teams Most of Krysia's current clients serve in the most senior role or its direct reports; often, she works with the executive team as a whole to leverage the significant, systemic impact of that set of relationships.› High Potentials Organizations in a position to support best-in-class coaching for high potentials see those individuals ascend with fewer interruptions, more commitment, and increased confidence.	<ul style="list-style-type: none">› Process Consultation By tuning in to the process by which teams operate, Krysia raises awareness of strategies and possibilities to optimize team performance. Highly interactive and unique; teams find remarkable insight through new experiences and deep reflection.› Conflict Resolution and Mediation Whether conflict is currently buried or honestly declared, without productive expression, friction will hinder the most talented of groups. Formally trained as a mediator, Krysia uses conflict in the most constructive manner in order to reap the rewards - and minimize the threats - of difference.

CLIENTS INCLUDE EXECUTIVES FROM:

