



Kathryn Gaines, PhD, Tuscaloosa, AL  
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**Kathryn is a senior consultant and facilitator for Stellar Teams, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams.**

Kathryn has over 20 years of experience with healthcare and U.S. government leaders in a variety of capacities, including organization development and process consulting, executive coaching, team building, retreat facilitation, skill development training, and strategic and operational planning.

She has worked with a wide array of industries and sectors on leadership, strategic change, and organizational development initiatives. Client organizations include: Dow Jones, Pfizer, Lockheed Martin, Roche, Society for General Internal Medicine, and Intelsat.

Kathryn has provided coaching, training, and consulting with a broad range of hospitals and health systems, including Greater Baltimore Medical Center, Sibley Memorial Hospital, Adventist HealthCare, Providence Hospital, Suburban Hospital, and Inova Health System. Her ideal engagements have involved partnering with CNEs, CNOs, and VPs of Patient Care to develop leadership, strengthen their teams, and position nurses more prominently as leaders.

She is a faculty member with the Center for Creative Leadership, delivering open enrollment and custom leadership development programs with this top-ranked global provider of executive education and leadership research. Kathryn has presented internationally to practitioners and scholars on a range of leadership topics. She wrote "A Fresh Look at Leadership Development" for January 2012 issue of Leadership Excellence, contributed the chapter "Leadership and Communication" to the 2010 volume Political and Civic Leadership and wrote "Leading Work Teams", the February 2006 issue of InfoLine published by ASTD Press. Kathryn is a field editor for the column "Consultants In Practice", ASTD Links, an on-line publication.

## Areas of Expertise

- Building Engagement & Collaboration
- Communicating with Impact
- Cultivating Collaborative Teams & Partnerships
- Culture Assessment & Development
- Navigating Change & Complexity
- Strategic Visioning, Planning, & Implementation
- Strengthening Leadership Presence
- Transitioning into Executive Leadership

## Professional Experience

- President and Founder –  
Leading Pace – Baltimore, MD
- Sr. Learning and Development Consultant –  
Inova Health System – Falls Church, VA
- President, Board of Directors –  
Chesapeake Bay Organization Development  
Network
- President, Board of Directors –  
Metro DC ASTD
- Member, Board of Directors –  
International Leadership Association

## Education & Honors

- PhD – Leadership & Change, Antioch University
- MA – Communication, University of Maryland
- BA – Communication, West Chester University
- ICF Certified Coach Training Program –  
Newfield Network

## Certifications & Affiliations

- Coaching – Newfield Network Ontological  
Program, New Ventures West Integral Coaching
- Culture Assessment – Denison Culture Survey,  
Leadership Culture Survey
- Interpersonal Styles & Teamwork – MBTI,  
Leadership Spectrum Profile, DiSC, FIRO-B,  
and Workplace Big 5 Profile
- Leadership – Leadership Circle Profile,  
Denison Leadership Development Survey,  
Leadership Spectrum Profile