



Betty Johnson, PhD, Founder & President

Leadership & Change Expert
Speaker | Consultant | Researcher | Author
Executive Coach | NYU Professor

With 30 years of corporate experience, a PhD in Leadership and Change, and research-proven approaches, Dr. Betty Johnson helps leaders and their teams bridge the difference between their performance now and where they want to go—and get it done together.

Clients

Dr. Johnson’s clients include business, government, and non-profit organizations in the US, Canada, Germany, Mexico, the Dominican Republic, and the Caribbean. With **more than 600 leadership and change engagements**, her clients include:

- Avanos Medical
- Aviva Insurance
- Atrium Health
- Bank of America
- Chemence Group
- CitiGroup
- Deloitte
- Ecolab
- Federal Reserve Bank
- Ferguson
- Fiserv
- Halyard Health
- HSBC
- Kaiser Permanente
- Ecolab
- Kaiser Permanente
- Kimley Horn
- Metlife
- Michelin
- Novelis
- Paylocity
- Southern Company
- TD Ameritrade
- ZS Associates

Expertise

Dr. Johnson designs, conducts, and measures the ROI of her firm’s solutions: [Team to Win®](#), [Intentional Meetings®](#), [Mindful Influence®](#), [Align to Transform®](#), [Lead to Succeed™](#), and the [Diversity, Equity and Inclusion suite](#) of services. All solutions are grounded in neuroscience, social sciences, leadership, and well-being research. Customized solutions meet your goals for higher individual and group performance, efficiency, trust, accountability, and positive relationships.

★★★★★ *Betty brought a fresh perspective to leadership from which I could learn. I appreciated her thoughtfulness and scientific approach to things and how she challenged my thinking to help me see a different perspective. –Managing Director, Profession Services Firm*

★★★★★ *I greatly admire Betty’s work and her approach to helping teams improve not just their productivity but learning so much about themselves and how they contribute to the bigger picture. –Senior Vice President, R&D and Manufacturing Company*

Publications

[Dignity at Work](#) is based on Dr. Johnson’s NYU-associated research, which reveals everyday practices that affirm or violate employee dignity and how those practices create outcomes that either support or disable organizational success.

[Remote Work Video Meetings: Workers’ Emotional Exhaustion and Practices for Greater Well-Being](#) demonstrates Dr. Johnson’s research findings on practical approaches to reduce the potential burnout associated with remote work.

Dr. Johnson’s 2020 dissertation research findings, [Video Meetings in a Pandemic Era: Emotional Exhaustion, Stressors, and Coping](#), are highlighted in her highly endorsed plain-language business book, [Making Virtual Work: How to Build Performance and Relationships](#).



Professional Background

Dr. Johnson formulated her principled, values-based approach to solving client issues while participating in an immersive U.S. Army War College program with senior leaders of U.S., Latin America, and Asia militaries. Today, her research has oversight from New York University, where she teaches graduate students the principles and practices of inclusive leadership, team performance, team coaching, and research methods. Using scientific methods, Dr. Johnson uncovers leadership practices that generate higher accomplishment, greater resilience, and improved relationships at work.

Past leadership positions in the performance improvement industry include Regional Director at Prentice-Hall, Regional Director at the Bureau of National Affairs, Vice President at Omega Performance, Managing Director at Root Learning (now Accenture), Senior Vice President at Roger Schwarz & Associates, and Director at the American Management Association.

She extends her commitment to leadership excellence by serving on the Boards of Women Executives of Charlotte and its affiliate 5013c organization, WINGS. Through this work, she advances her mother's passion for supporting educational accomplishments among first-generation college students.

Executive Coaching

A certified Master Coach, Dr. Johnson co-designs each engagement with her client to achieve their goals. Together, they measure the ROI of their efforts.

Coaching Engagement Examples:

Chief Portfolio and Project Officer, Head of Research and Development, Chemence Inc. Client transitioned from Kimberly-Clark as CPPPO into a new organization and new role reporting to the CEO. Challenges included integration into the C-suite team, setting expectations of direct report teams and cross-functional leaders, developing long-term and short-term strategic goals, and positioning self for advancement. **ROI:** 1) developed and gained C-suite support for her organization-wide strategic change plan, 2) applied new relationship navigation strategies across silos to build allyship for the plan, 3) successfully aligned leaders and their people across the merger of two business houses for executing the change effort, and 4) after one year, succeeded in advancement goal by becoming head of R&D, thereby becoming firmly positioned for a next succession role.

Finance Partner, ZS. Recently promoted from India leadership to a critical position at the U.S. headquarters of this management consulting firm, needed to rapidly build a robust network of support for advancement to a C-Suite position. **ROI:** 1) implemented new communications strategies to demonstrate influence and personal power with C-Suite leaders, 2) raised their 360 feedback ratings across a spectrum of capabilities, and 3) developed an executive sponsor for his career advancement.

Vice President of Advancement, Chinese American Service League. As a direct report to the CEO, needed to increase persuasion abilities at the executive table. **ROI:** 1) applied new strategic thinking and communication techniques that favorably influenced the CEO's growth plan, 2) increased executive presence and peer influence to be seen as capable of the next advancement in role, and 3) enhanced abilities to lead a rapidly-growing team of reports through strategic change.

